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2003

**PAY TABLES
OF THE
UNITED STATES COURTS**

Prepared by the
Office of Human Resources
Administrative Office of the United States Courts
Washington, D.C. 20544



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EXPLANATION OF THE 2003 PAY ADJUSTMENT

The 2003 pay adjustment for most court employees consists of two parts: the Employment Cost Index (ECI) adjustment (formerly referred to as the "COLA") to basic pay, and the locality-based comparability adjustment ("locality pay").

THE ECI ADJUSTMENT

The salaries of all basic rates of pay that were not at a statutory or administrative pay limit have been increased by a 3.1 percent ECI adjustment. The ECI adjustment was added on top of the 2003 basic rates of pay (i.e., the rates of pay before they were increased by locality pay or any other geographic enhancement), not on top of the 2003 locality rates of pay.

The Executive Schedule establishes the pay caps that apply to the salaries of federal government employees. The Congress did not impose a freeze on the Executive Schedule rates of pay this year. Therefore, the annual rate of pay for the Executive Schedule has been adjusted in accordance with section 5318 of title 5, United States Code. The rate of pay for each of the five pay levels was increased by 3.1 percent and rounded to the nearest 100 dollars.

Accordingly, the maximum basic pay rate for Circuit Executives and the basic pay rate for the Chief Special Master, both limited to the rate of pay for level IV of the Executive Schedule, will be increased to \$134,000. The basic pay rate for court unit executives in grade JSP-17/steps 4 through 10 and in grade JSP-18/all steps, and the Special Masters, limited to the rate of pay for level V of the Executive Schedule, will be increased to \$125,400. Court employees in grade JSP-16/steps 9 and 10, in grade JSP-17/step 4 and above, and CL-32/steps 56 through 61 receive that portion of the ECI adjustment that brings their basic pay to \$125,400, and then their pay is capped.

THE LOCALITY PAY ADJUSTMENT

The 32 locality pay areas for 2003, as shown on page v, remain unchanged from 2002. The 2003 locality pay adjustment was added on top of 2003 basic rates of pay (except for most employees receiving special salary rates, as explained in the next section), resulting in adjusted pay rates. The adjusted pay rate for all court employees in grades JSP-1 through JSP-15, and in Court Personnel System Classification Levels 21 through 31, is limited to \$134,000, the rate of pay for level IV of the Executive Schedule. The adjusted pay rate for court employees in grades JSP-16 through JSP-18 and in CL-32, Circuit Executives, the Chief Special Master, and Special Masters is limited to \$142,500, the rate of pay for level III of the Executive Schedule.

SPECIAL SALARY RATES AND LAW ENFORCEMENT OFFICER GEOGRAPHIC DIFFERENTIALS

As was the case in 2002, most employees receiving special salary rates (e.g., typists and legal technicians at certain grades and in certain areas) receive the higher of the 2003 special salary rates or the 2003 locality pay authorized for their areas. However, probation and pretrial services officers and officer assistants in Classification Levels 21 through 26 (formerly grades JSP-3 through JSP-10) receive locality pay on top of their special salary rates. The special rate tables that have been superseded by locality rate tables for calendar year 2003 are shown on page vi.

Probation and pretrial services employees receiving a 16 percent law enforcement officer geographic (LEO/GEO) differential continue to receive the LEO/GEO (which was added on top of their 2003 basic rates of pay). This applies to law enforcement officers in the Boston metropolitan area. This year the probation and pretrial services employees in New York will be paid based on the New York locality pay (16.83 percent), which is higher than the 16 percent LEO/GEO pay.

EMPLOYEES IN ALASKA, HAWAII, OR U.S. TERRITORIES OR POSSESSIONS

Employees assigned to duty stations in Alaska, Hawaii, or U.S. territories or possessions, are not eligible for locality pay. However, these employees continue to receive any nonforeign cost-of-living allowances (COLAs) or nonforeign post differentials for which they are eligible.

2003 PAY ADJUSTMENT

2003 LOCALITY PAY RATES REPLACE THE 2002 RATES

Locality Pay Area	2003 Locality Pay Percentage	NET INCREASE (3.1% ECI plus Locality Pay)
Atlanta MSA	10.85%	4.14%
*Boston CMSA	15.00%	4.40%
Chicago CMSA	16.15%	4.51%
Cincinnati CMSA	13.44%	4.34%
Cleveland CMSA	11.50%	4.19%
Columbus, OH, MSA	11.78%	4.11%
Dallas CMSA	12.10%	4.22%
Dayton MSA	10.67%	4.09%
Denver CMSA	14.77%	4.40%
Detroit CMSA	16.27%	4.50%
Hartford MSA	15.56%	4.41%
Houston CMSA	20.53%	4.77%
Huntsville MSA	10.06%	4.03%
Indianapolis MSA	9.83%	4.03%
Kansas City MSA	10.26%	4.02%
**Los Angeles CMSA	17.71%	4.57%
Miami CMSA	13.81%	4.35%
Milwaukee CMSA	11.20%	4.18%
Minneapolis MSA	12.84%	4.28%
New York CMSA	16.83%	4.53%
Orlando MSA	9.65%	4.03%
Philadelphia CMSA	13.43%	4.31%
Pittsburgh MSA	10.52%	4.04%
Portland, OR, CMSA	12.97%	4.33%
***Rest of United States	9.62%	4.03%
Richmond MSA	10.75%	4.12%
Sacramento CMSA	13.29%	4.30%
St. Louis MSA	9.99%	4.06%
San Diego MSA	14.07%	4.35%
****San Francisco CMSA	21.08%	4.87%
Seattle CMSA	13.11%	4.34%
Washington, DC, CMSA	12.74%	4.27%

MSA means Metropolitan Statistical Area and CMSA means Consolidated Metropolitan Statistical Area, both as defined by the Office of Management and Budget (OMB) in OMB Bulletin Number 96-06, June 23, 1998.

*The Boston locality pay area includes the State of Rhode Island and Bristol County, MA.

**The Los Angeles locality pay area includes Santa Barbara County.

***Does not include Alaska, Hawaii, or U.S. territories or possessions.

****The San Francisco locality pay area includes Monterey County, CA.

2003 SUPERSEDED TABLES

Judiciary Salary Plan Special Rates

Table 42 is superseded by Table L4

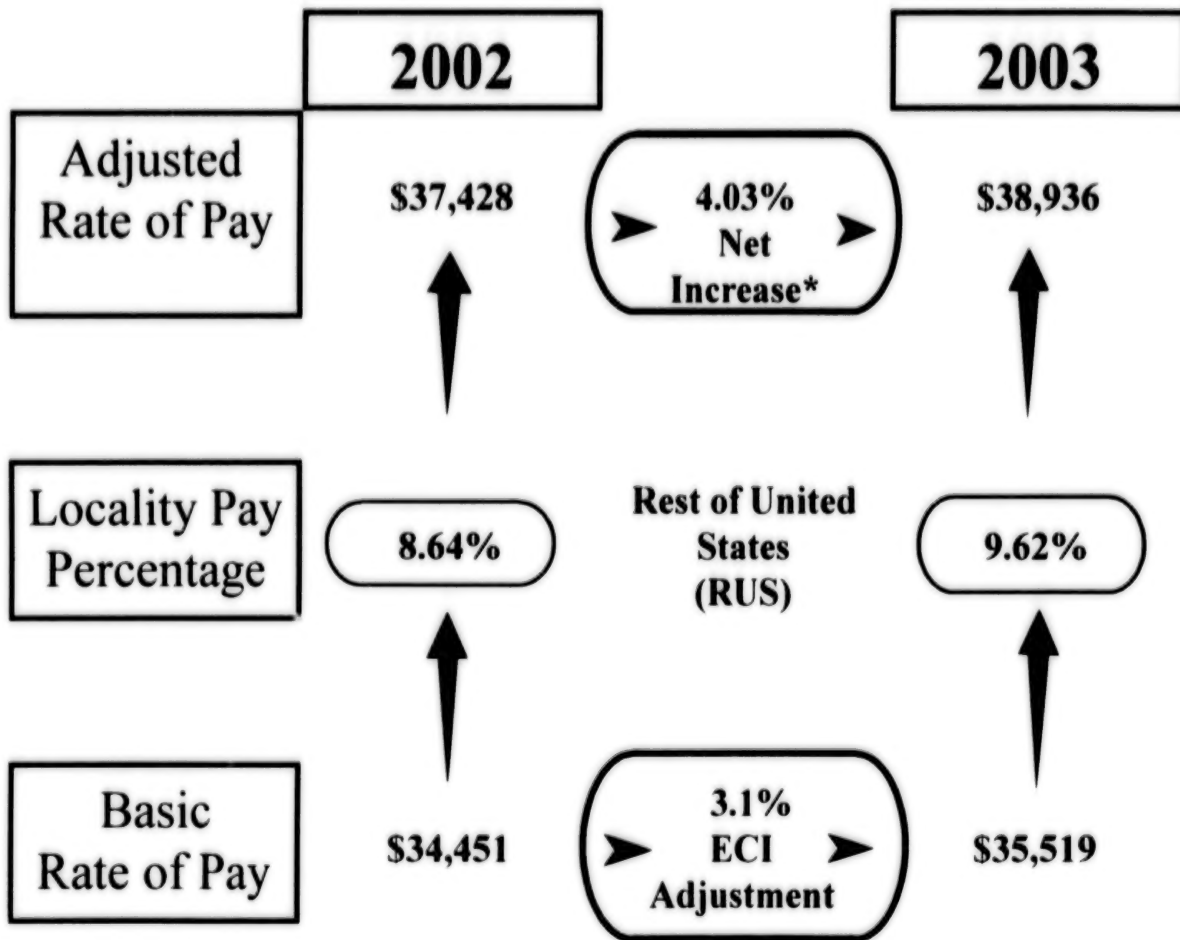
Court Personnel System Special Rates

Table 42 is superseded by Table L4

Law Enforcement Officer Geographic Differential

Table 36 is superseded by Table M3

2003 PAY ADJUSTMENT FLOW CHART EXAMPLE



*Due to rounding, the net increase is approximate and sometimes results in a 2003 adjusted rate of pay that may be a few dollars different from the exact amount determined by calculating the pay adjustment from the basic rate.

To calculate a JSP-9/Step 1 or a CL-25/Step 25 employee's 2003 adjusted rate of pay when the employee's duty station is the RUS locality pay area:

- (1) Increase 2003 basic rate by the 3.1% Employment Cost Index (ECI) adjustment.
- (2) Increase 2003 basic rate by the 2003 locality pay percentage applicable to the RUS locality pay area.

**2003 PAY TABLES OF THE
UNITED STATES COURTS**

2003 SALARY RATES OF JUSTICES AND JUDGES OF THE UNITED STATES

<u>OFFICE</u>	<u>RATE</u>
Chief Justice of the United States	\$198,600
Associate Justices of the Supreme Court of the United States	\$190,100
Judges, United States Courts of Appeals	\$164,000
Judges, United States District Courts	\$154,700
Judges, United States Court of International Trade	\$154,700
Judges, United States Court of Federal Claims	\$154,700
United States Bankruptcy Judges	\$142,324
United States Magistrate Judges (Full-Time)	\$142,324
United States Magistrate Judges (Part-Time)	
Level 1	\$ 65,732
Level 2	\$ 59,757
Level 3	\$ 47,805
Level 4	\$ 35,854
Level 5	\$ 23,902
Level 6	\$ 11,951
Level 7	\$ 5,974
Level 8	\$ 3,584

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Table 00 - 2003 Basic Pay Rates of the Judiciary Salary Plan

Grade	1	2	3	4	5	6	7	8	9	10	WGI
1	\$15,214	\$15,722	\$16,228	\$16,731	\$17,238	\$17,536	\$18,034	\$18,538	\$18,559	\$19,031	Variable
2	\$17,106	\$17,512	\$18,079	\$18,559	\$18,767	\$19,319	\$19,871	\$20,423	\$20,975	\$21,527	Variable
3	\$18,664	\$19,286	\$19,908	\$20,530	\$21,152	\$21,774	\$22,396	\$23,018	\$23,640	\$24,262	\$622
4	\$20,952	\$21,650	\$22,348	\$23,046	\$23,744	\$24,442	\$25,140	\$25,838	\$26,536	\$27,234	\$698
5	\$23,442	\$24,223	\$25,004	\$25,785	\$26,566	\$27,347	\$28,128	\$28,909	\$29,690	\$30,471	\$781
6	\$26,130	\$27,001	\$27,872	\$28,743	\$29,614	\$30,485	\$31,356	\$32,227	\$33,098	\$33,969	\$871
7	\$29,037	\$30,005	\$30,973	\$31,941	\$32,909	\$33,877	\$34,845	\$35,813	\$36,781	\$37,749	\$968
8	\$32,158	\$33,230	\$34,302	\$35,374	\$36,446	\$37,518	\$38,590	\$39,662	\$40,734	\$41,806	\$1,072
9	\$35,519	\$36,703	\$37,887	\$39,071	\$40,255	\$41,439	\$42,623	\$43,807	\$44,991	\$46,175	\$1,184
10	\$39,115	\$40,419	\$41,723	\$43,027	\$44,331	\$45,635	\$46,939	\$48,243	\$49,547	\$50,851	\$1,304
11	\$42,976	\$44,409	\$45,842	\$47,275	\$48,708	\$50,141	\$51,574	\$53,007	\$54,440	\$55,873	\$1,433
12	\$51,508	\$53,225	\$54,942	\$56,659	\$58,376	\$60,093	\$61,810	\$63,527	\$65,244	\$66,961	\$1,717
13	\$61,251	\$63,293	\$65,335	\$67,377	\$69,419	\$71,461	\$73,503	\$75,545	\$77,587	\$79,629	\$2,042
14	\$72,381	\$74,794	\$77,207	\$79,620	\$82,033	\$84,446	\$86,859	\$89,272	\$91,685	\$94,098	\$2,413
15	\$85,140	\$87,978	\$90,816	\$93,654	\$96,492	\$99,330	\$102,168	\$105,006	\$107,844	\$110,682	\$2,838
16	\$99,853	\$103,181	\$106,509	\$109,837	\$113,165	\$116,493	\$119,821	\$123,149	\$125,400 *	\$125,400 *	\$3,328
17	\$114,679	\$118,502	\$122,325	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$3,823
18	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$125,400 *	\$4,480

* The rate of pay payable at these steps is limited to the rate for level V of the Executive Schedule, which is \$125,400.

Table 01: REST OF THE UNITED STATES

2003 Pay Rates of the Judiciary Salary Plan with 9.62% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,678	\$17,234	\$17,789	\$18,341	\$18,896	\$19,223	\$19,769	\$20,321	\$20,344	\$20,862
2	\$18,752	\$19,197	\$19,818	\$20,344	\$20,572	\$21,177	\$21,783	\$22,388	\$22,993	\$23,598
3	\$20,459	\$21,141	\$21,823	\$22,505	\$23,187	\$23,869	\$24,550	\$25,232	\$25,914	\$26,596
4	\$22,968	\$23,733	\$24,498	\$25,263	\$26,028	\$26,793	\$27,558	\$28,324	\$29,089	\$29,854
5	\$25,697	\$26,553	\$27,409	\$28,266	\$29,122	\$29,978	\$30,834	\$31,690	\$32,546	\$33,402
6	\$28,644	\$29,598	\$30,553	\$31,508	\$32,463	\$33,418	\$34,372	\$35,327	\$36,282	\$37,237
7	\$31,830	\$32,891	\$33,953	\$35,014	\$36,075	\$37,136	\$38,197	\$39,258	\$40,319	\$41,380
8	\$35,252	\$36,427	\$37,602	\$38,777	\$39,952	\$41,127	\$42,302	\$43,477	\$44,653	\$45,828
9	\$38,936	\$40,234	\$41,532	\$42,830	\$44,128	\$45,425	\$46,723	\$48,021	\$49,319	\$50,617
10	\$42,878	\$44,307	\$45,737	\$47,166	\$48,596	\$50,025	\$51,455	\$52,884	\$54,313	\$55,743
11	\$47,110	\$48,681	\$50,252	\$51,823	\$53,394	\$54,965	\$56,535	\$58,106	\$59,677	\$61,248
12	\$56,463	\$58,345	\$60,227	\$62,110	\$63,992	\$65,874	\$67,756	\$69,638	\$71,520	\$73,403
13	\$67,143	\$69,382	\$71,620	\$73,859	\$76,097	\$78,336	\$80,574	\$82,812	\$85,051	\$87,289
14	\$79,344	\$81,989	\$84,634	\$87,279	\$89,925	\$92,570	\$95,215	\$97,860	\$100,505	\$103,150
15	\$93,330	\$96,441	\$99,552	\$102,664	\$105,775	\$108,886	\$111,997	\$115,108	\$118,219	\$121,330
16	\$109,459	\$113,107	\$116,755	\$120,403	\$124,051	\$127,700	\$131,348	\$134,996	\$137,463	\$137,463
17	\$125,711	\$129,902	\$134,093	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463
18	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463	\$137,463

Table 02: WASHINGTON-BALTIMORE, DC-MD-VA-WV CMSA

2003 Typist Special Rates for Employees at duty stations in the following counties and cities:

The District of Columbia

In Maryland:

Calvert
Charles
Frederick
Montgomery
Prince George's

In Virginia:

Arlington
Fairfax
Loudon
Prince William
Stafford
Alexandria
Dahlgren
Fairfax city
Falls Church
Manassas Park
Manassas
Vint Hill Farms

Grade	1	2	3	4	5	6	7	8	9	10
2	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943
3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994
4	\$23,744	\$24,442	\$25,195	\$25,982	\$26,769	\$27,556	\$28,343	\$29,130	\$29,917	\$30,704
5	\$26,429	\$27,309	\$28,190	\$29,070	\$29,951	\$30,831	\$31,712	\$32,592	\$33,473	\$34,353
6	\$29,459	\$30,441	\$31,423	\$32,405	\$33,387	\$34,369	\$35,351	\$36,333	\$37,315	\$38,297
7	\$32,736	\$33,828	\$34,919	\$36,010	\$37,102	\$38,193	\$39,284	\$40,376	\$41,467	\$42,558

NOTE: These counties and cities are located in the District of Columbia and the Districts of Maryland and Virginia-Eastern.

Table 03: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA CMSA

2003 Typist Special Rates for Duty Stations in NY-S and NY-E that are Within the New York-Northern New Jersey-Long Island, NY-NJ-CT-PA CMSA

Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943	\$26,495
3	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	\$28,616	\$29,238
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,630	\$29,371	\$30,187	\$31,002	\$31,817
5	\$27,387	\$28,300	\$29,212	\$30,125	\$31,037	\$31,950	\$32,862	\$33,774	\$34,687	\$35,599
6	\$30,528	\$31,545	\$32,563	\$33,580	\$34,598	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686
7	\$33,924	\$35,055	\$36,186	\$37,317	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102
8	\$37,570	\$38,823	\$40,075	\$41,327	\$42,580	\$43,832	\$45,085	\$46,337	\$47,590	\$48,842

Table 04: BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT CMSA

2003 Typist and Legal Technician/Clerk Special Pay Rates for Employees at duty stations in the following counties in Massachusetts:

Essex
Middlesex
Plymouth - Limited to the towns of Pembroke and Plymouth
Suffolk
Worcester - Limited to the city of Worcester

Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943	\$26,495
3	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	\$28,616
4	\$24,442	\$25,140	\$25,838	\$26,536	\$27,306	\$28,108	\$28,911	\$29,714	\$30,516	\$31,319
5	\$26,958	\$27,856	\$28,755	\$29,653	\$30,551	\$31,449	\$32,347	\$33,245	\$34,144	\$35,042
6	\$30,050	\$31,051	\$32,053	\$33,054	\$34,056	\$35,058	\$36,059	\$37,061	\$38,063	\$39,064
7	\$33,393	\$34,506	\$35,619	\$36,732	\$37,845	\$38,959	\$40,072	\$41,185	\$42,298	\$43,411
8	\$36,982	\$38,215	\$39,447	\$40,680	\$41,913	\$43,146	\$44,379	\$45,611	\$46,844	\$48,077

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Table 06: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

2003 Typist Special Pay Rates for Employees at duty stations in the following counties and cities in California:

Alameda
Contra Costa
Marin
Napa
San Francisco
San Mateo
Santa Clara
Solano
Skaggs Island

Grade	1	2	3	4	5	6	7	8	9	10
2	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,397	\$26,065
3	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	\$28,623	\$29,376
4	\$25,369	\$26,214	\$27,059	\$27,904	\$28,749	\$29,594	\$30,440	\$31,285	\$32,130	\$32,975
5	\$28,384	\$29,329	\$30,275	\$31,220	\$32,166	\$33,112	\$34,057	\$35,003	\$35,949	\$36,894
6	\$31,638	\$32,693	\$33,747	\$34,802	\$35,857	\$36,911	\$37,966	\$39,020	\$40,075	\$41,130

NOTE: These counties and cities are located in the Eastern and Northern Districts of California.

Table 09: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

2003 Legal Technician/Clerk Special Pay Rates for Employees at duty stations in Los Angeles county in California

Grade	1	2	3	4	5	6	7	8	9	10
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,949	\$28,771	\$29,592	\$30,414	\$31,236	\$32,057
5	\$28,909	\$29,690	\$30,471	\$31,252	\$32,033	\$32,814	\$33,595	\$34,376	\$35,157	\$35,938
6	\$32,227	\$33,098	\$33,969	\$34,840	\$35,711	\$36,582	\$37,453	\$38,324	\$39,195	\$40,066
7	\$34,845	\$35,813	\$36,781	\$37,749	\$38,737	\$39,877	\$41,016	\$42,155	\$43,295	\$44,434
8	\$37,853	\$39,115	\$40,377	\$41,639	\$42,901	\$44,162	\$45,424	\$46,686	\$47,948	\$49,210
9	\$41,809	\$43,203	\$44,597	\$45,990	\$47,384	\$48,778	\$50,172	\$51,565	\$52,959	\$54,353
10	\$46,042	\$47,577	\$49,112	\$50,647	\$52,182	\$53,717	\$55,252	\$56,787	\$58,322	\$59,857

NOTE: This county is located in the Central District of California.

Table 11: DALLAS-FORT WORTH, TX CMSA

2003 Typist Special Pay Rates for Employees at duty stations in the following counties in Texas:

Collin
Dallas
Denton
Ellis
Johnson
Kaufman
Parker
Rockwall
Tarrant

Grade	1	2	3	4	5	6	7	8	9	10
2	\$20,423	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391
3	\$21,774	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372
4	\$23,487	\$24,270	\$25,052	\$25,835	\$26,617	\$27,399	\$28,182	\$28,964	\$29,747	\$30,529
5	\$26,278	\$27,154	\$28,029	\$28,905	\$29,780	\$30,656	\$31,531	\$32,407	\$33,282	\$34,158

NOTE: These counties are located in the Eastern and Northern Districts of Texas.

Table 13: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

2003 Typist Special Pay Rates for Employees at duty stations in Los Angeles and Orange counties in California.

Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943	\$26,495
3	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	\$28,616	\$29,238
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,949	\$28,771	\$29,592	\$30,414	\$31,236	\$32,057
5	\$27,594	\$28,513	\$29,432	\$30,352	\$31,271	\$32,190	\$33,109	\$34,029	\$34,948	\$35,867
6	\$30,758	\$31,783	\$32,808	\$33,833	\$34,859	\$35,884	\$36,909	\$37,934	\$38,960	\$39,985
7	\$34,179	\$35,319	\$36,458	\$37,598	\$38,737	\$39,877	\$41,016	\$42,155	\$43,295	\$44,434

NOTE: These counties are located in the Central District of California.

Table 14: ATLANTA, GA MSA

2003 Legal Technician/Clerk Special Pay Rates for Employees at duty stations in the following cities in Georgia:

**Atlanta
Doraville
(Restricted to inside the I-285 perimeter)**

Grade	1	2	3	4	5	6	7	8	9	10
3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994
4	\$23,744	\$24,442	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,641	\$29,415	\$30,189
5	\$26,566	\$27,347	\$28,128	\$28,909	\$29,690	\$30,471	\$31,252	\$32,046	\$32,911	\$33,777
6	\$28,965	\$29,931	\$30,896	\$31,862	\$32,827	\$33,793	\$34,758	\$35,724	\$36,689	\$37,655
7	\$32,188	\$33,261	\$34,334	\$35,407	\$36,480	\$37,553	\$38,626	\$39,699	\$40,772	\$41,845
8	\$35,647	\$36,835	\$38,024	\$39,212	\$40,400	\$41,589	\$42,777	\$43,965	\$45,154	\$46,342

NOTE: These cities are located in the Northern District of Georgia.

Table 15: MIAMI-FORT LAUDERDALE, FL CMSA

**2003 Typist and Legal Technician/Clerk Special Pay Rates for Employees at duty stations in Miami, Florida
(Restricted to Dade County north of South 232 Street (Silver Palm Drive))**

Grade	1	2	3	4	5	6	7	8	9	10
2	\$19,871	\$20,423	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839
3	\$21,774	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,197	\$26,905	\$27,613
4	\$23,845	\$24,640	\$25,434	\$26,229	\$27,023	\$27,817	\$28,612	\$29,406	\$30,201	\$30,995
5	\$26,679	\$27,568	\$28,457	\$29,346	\$30,235	\$31,124	\$32,012	\$32,901	\$33,790	\$34,679
6	\$29,739	\$30,730	\$31,721	\$32,712	\$33,704	\$34,695	\$35,686	\$36,678	\$37,669	\$38,660

Table 17: MINNEAPOLIS-ST. PAUL, MN-WI MSA

2003 Typist Special Pay Rates for Employees at duty stations in the following counties in Minnesota:

Anoka
Carver
Dakota
Hennepin
Ramsey
Scott
Washington

Grade	1	2	3	4	5	6	7	8	9	10
2	\$19,319	\$19,871	\$20,423	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,291
3	\$21,152	\$21,774	\$22,464	\$23,166	\$23,868	\$24,570	\$25,272	\$25,974	\$26,675	\$27,377
4	\$23,642	\$24,430	\$25,217	\$26,005	\$26,793	\$27,580	\$28,368	\$29,156	\$29,943	\$30,731
5	\$26,452	\$27,333	\$28,215	\$29,096	\$29,977	\$30,858	\$31,740	\$32,621	\$33,502	\$34,383

**Table 18: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA
CMSA**

**2003 Legal Technician/Clerk Special Pay Rates for Employees at duty stations in the following counties in New
Jersey and New York:**

In New Jersey:

**Bergen
Essex
Hudson
Middlesex
Morris
Passaic
Somerset
Union**

In New York:

Rockland

Grade	1	2	3	4	5	6	7	8	9	10
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,630	\$29,371	\$30,187	\$31,002	\$31,817
5	\$27,387	\$28,300	\$29,212	\$30,125	\$31,037	\$31,950	\$32,862	\$33,774	\$34,687	\$35,599
6	\$30,528	\$31,545	\$32,563	\$33,580	\$34,598	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686
7	\$33,924	\$35,055	\$36,186	\$37,317	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102
8	\$37,570	\$38,823	\$40,075	\$41,327	\$42,580	\$43,832	\$45,085	\$46,337	\$47,590	\$48,842
9	\$41,497	\$42,880	\$44,263	\$45,647	\$47,030	\$48,413	\$49,796	\$51,180	\$52,563	\$53,946

NOTE: These counties are located in the District of New Jersey and the Southern District of New York.

Table 19: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA CMSA

2003 Typist Special Pay Rates for Employees at duty stations in the following counties in New Jersey and New York:

In New Jersey:

Bergen
Essex
Hudson
Middlesex
Morris
Passaic
Somerset
Union

In New York:

Rockland

Grade	1	2	3	4	5	6	7	8	9	10
2	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943
3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,165	\$26,892	\$27,619	\$28,345
4	\$24,478	\$25,294	\$26,109	\$26,925	\$27,740	\$28,556	\$29,371	\$30,187	\$31,002	\$31,817
5	\$27,387	\$28,300	\$29,212	\$30,125	\$31,037	\$31,950	\$32,862	\$33,774	\$34,687	\$35,599
6	\$30,528	\$31,545	\$32,563	\$33,580	\$34,598	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686
7	\$33,924	\$35,055	\$36,186	\$37,317	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102

NOTE: These counties are located in the District of New Jersey and the Southern District of New York.

Table 30: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA CMSA

**2003 Legal Technician/Clerk Special Pay Rates for Duty Stations in NY-S and NY-E Within the New York-New
Jersey-Long Island, NY-NJ-CT-PA CMSA**

Grade	1	2	3	4	5	6	7	8	9	10
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,630	\$29,371	\$30,187	\$31,002	\$31,817
5	\$27,387	\$28,300	\$29,212	\$30,125	\$31,037	\$31,950	\$32,862	\$33,774	\$34,687	\$35,599
6	\$30,528	\$31,545	\$32,563	\$33,580	\$34,598	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686
7	\$33,924	\$35,055	\$36,186	\$37,317	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102
8	\$37,570	\$38,823	\$40,075	\$41,327	\$42,580	\$43,832	\$45,085	\$46,337	\$47,590	\$48,842
9	\$41,497	\$42,880	\$44,263	\$45,647	\$47,030	\$48,413	\$49,796	\$51,180	\$52,563	\$53,946
10	\$45,698	\$47,222	\$48,745	\$50,268	\$51,792	\$53,315	\$54,839	\$56,362	\$57,886	\$59,409

Table 35: 16 PERCENT LAW ENFORCEMENT DIFFERENTIAL

2003 Geographic Pay Rates for Probation and Pretrial Services Officers (except for Chief Probation and Pretrial Services Officers) and Assistants in the following metropolitan statistical area (MSA):

Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,648	\$18,238	\$18,824	\$19,408	\$19,996	\$20,342	\$20,919	\$21,504	\$21,528	\$22,076
2	\$19,843	\$20,314	\$20,972	\$21,528	\$21,770	\$22,410	\$23,050	\$23,691	\$24,331	\$24,971
3	\$25,979	\$26,701	\$27,422	\$28,144	\$28,865	\$29,587	\$30,308	\$31,030	\$31,752	\$32,473
4	\$29,162	\$29,972	\$30,782	\$31,591	\$32,401	\$33,211	\$34,020	\$34,830	\$35,640	\$36,450
5	\$33,534	\$34,440	\$35,346	\$36,252	\$37,158	\$38,064	\$38,970	\$39,876	\$40,782	\$41,688
6	\$35,363	\$36,373	\$37,383	\$38,394	\$39,404	\$40,414	\$41,425	\$42,435	\$43,445	\$44,456
7	\$38,174	\$39,297	\$40,420	\$41,543	\$42,666	\$43,789	\$44,912	\$46,035	\$47,157	\$48,280
8	\$39,790	\$41,034	\$42,277	\$43,521	\$44,764	\$46,008	\$47,251	\$48,495	\$49,738	\$50,982
9	\$42,575	\$43,949	\$45,322	\$46,696	\$48,069	\$49,443	\$50,816	\$52,190	\$53,563	\$54,936
10	\$46,886	\$48,399	\$49,911	\$51,424	\$52,937	\$54,449	\$55,962	\$57,475	\$58,987	\$60,500
11	\$49,852	\$51,514	\$53,177	\$54,839	\$56,501	\$58,164	\$59,826	\$61,488	\$63,150	\$64,813
12	\$59,749	\$61,741	\$63,733	\$65,724	\$67,716	\$69,708	\$71,700	\$73,691	\$75,683	\$77,675
13	\$71,051	\$73,420	\$75,789	\$78,157	\$80,526	\$82,895	\$85,263	\$87,632	\$90,001	\$92,370
14	\$83,962	\$86,761	\$89,560	\$92,359	\$95,158	\$97,957	\$100,756	\$103,556	\$106,355	\$109,154
15	\$98,762	\$102,054	\$105,347	\$108,639	\$111,931	\$115,223	\$118,515	\$121,807	\$125,099	\$128,391
16	\$115,829	\$119,690	\$123,550	\$127,411	\$131,271	\$135,132	\$138,992	\$142,500 *	\$142,500 *	\$142,500 *

* The rate of pay payable at this step is limited to the rate for level III of the Executive Schedule, which is \$142,500.

Table 40: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

2003 Typist Special Pay Rates for Employees at duty stations in the following cities in California:

Coyote
Menlo Park
Moffett Field
Morgan Hill
Mountain View
Palo Alto
Redwood City
San Jose
Santa Clara
Sunnyvale
Union City

Grade	1	2	3	4	5	6	7	8	9	10
2	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943	\$26,495
3	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	\$28,616	\$29,238	\$29,860
4	\$26,536	\$27,234	\$27,932	\$28,630	\$29,328	\$30,026	\$30,724	\$31,422	\$32,130	\$32,975
5	\$28,384	\$29,329	\$30,275	\$31,220	\$32,166	\$33,112	\$34,057	\$35,003	\$35,949	\$36,894
6	\$31,638	\$32,693	\$33,747	\$34,802	\$35,857	\$36,911	\$37,966	\$39,020	\$40,075	\$41,130
7	\$35,158	\$36,330	\$37,502	\$38,674	\$39,846	\$41,018	\$42,190	\$43,362	\$44,534	\$45,706

NOTE: These counties are located in the Northern District of California.

Table 41:

2003 Typist and Legal Technician/Clerk Special Pay Rates for Employees in Juneau, Alaska

Grade	1	2	3	4	5	6	7	8	9	10
1	\$19,031	\$19,519	\$20,007	\$20,495	\$20,983	\$21,471	\$21,959	\$22,447	\$22,935	\$23,423
2	\$20,975	\$21,527	\$22,079	\$22,631	\$23,183	\$23,735	\$24,287	\$24,839	\$25,391	\$25,943
3	\$21,774	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372
4	\$23,046	\$23,744	\$24,442	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,630	\$29,328
5	\$25,004	\$25,785	\$26,566	\$27,347	\$28,128	\$28,909	\$29,690	\$30,471	\$31,252	\$32,033

Table 43: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

2003 Typist Special Pay Rates for Employees at Duty Stations in Ventura County, California

Grade	1	2	3	4	5	6	7	8	9	10
2	\$20,135	\$20,613	\$21,281	\$21,846	\$22,091	\$22,740	\$23,390	\$24,040	\$24,690	\$25,339
3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,898	\$25,630	\$26,362	\$27,094	\$27,827	\$28,559
4	\$24,663	\$25,484	\$26,306	\$27,127	\$27,949	\$28,771	\$29,592	\$30,414	\$31,236	\$32,057
5	\$27,594	\$28,513	\$29,432	\$30,352	\$31,271	\$32,190	\$33,109	\$34,029	\$34,948	\$35,867

NOTE: Ventura County is in the Central District of California.

Table 44: SAN DIEGO, CA MSA

2003 Legal Technician Special Pay Rates for Employees in San Diego, California

Grade	1	2	3	4	5	6	7	8	9	10
5	\$28,909	\$29,690	\$30,471	\$31,252	\$32,033	\$32,814	\$33,595	\$34,376	\$35,157	\$35,938
6	\$31,356	\$32,227	\$33,098	\$33,969	\$34,840	\$35,711	\$36,582	\$37,453	\$38,324	\$39,195
7	\$33,123	\$34,227	\$35,331	\$36,435	\$37,539	\$38,643	\$39,748	\$40,852	\$41,956	\$43,060

Table 51: ATLANTA, GA MSA**2003 Pay Rates of the Judiciary Salary Plan with 10.85% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,865	\$17,428	\$17,989	\$18,546	\$19,108	\$19,439	\$19,991	\$20,549	\$20,573	\$21,096
2	\$18,962	\$19,412	\$20,041	\$20,573	\$20,803	\$21,415	\$22,027	\$22,639	\$23,251	\$23,863
3	\$20,689	\$21,379	\$22,068	\$22,758	\$23,447	\$24,136	\$24,826	\$25,515	\$26,205	\$26,894
4	\$23,225	\$23,999	\$24,773	\$25,546	\$26,320	\$27,094	\$27,868	\$28,641	\$29,415	\$30,189
5	\$25,985	\$26,851	\$27,717	\$28,583	\$29,448	\$30,314	\$31,180	\$32,046	\$32,911	\$33,777
6	\$28,965	\$29,931	\$30,896	\$31,862	\$32,827	\$33,793	\$34,758	\$35,724	\$36,689	\$37,655
7	\$32,188	\$33,261	\$34,334	\$35,407	\$36,480	\$37,553	\$38,626	\$39,699	\$40,772	\$41,845
8	\$35,647	\$36,835	\$38,024	\$39,212	\$40,400	\$41,589	\$42,777	\$43,965	\$45,154	\$46,342
9	\$39,373	\$40,685	\$41,998	\$43,310	\$44,623	\$45,935	\$47,248	\$48,560	\$49,873	\$51,185
10	\$43,359	\$44,804	\$46,250	\$47,695	\$49,141	\$50,586	\$52,032	\$53,477	\$54,923	\$56,368
11	\$47,639	\$49,227	\$50,816	\$52,404	\$53,993	\$55,581	\$57,170	\$58,758	\$60,347	\$61,935
12	\$57,097	\$59,000	\$60,903	\$62,807	\$64,710	\$66,613	\$68,516	\$70,420	\$72,323	\$74,226
13	\$67,897	\$70,160	\$72,424	\$74,687	\$76,951	\$79,215	\$81,478	\$83,742	\$86,005	\$88,269
14	\$80,234	\$82,909	\$85,584	\$88,259	\$90,934	\$93,608	\$96,283	\$98,958	\$101,633	\$104,308
15	\$94,378	\$97,524	\$100,670	\$103,815	\$106,961	\$110,107	\$113,253	\$116,399	\$119,545	\$122,691
16	\$110,687	\$114,376	\$118,065	\$121,754	\$125,443	\$129,132	\$132,822	\$136,511	\$139,006	\$139,006
17	\$127,122	\$131,359	\$135,597	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006
18	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006	\$139,006

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Table 52: BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT CMSA

2003 Pay Rates of the Judiciary Salary Plan with 15.00% Locality Pay Differential
Includes the State of Rhode Island and Bristol County, MA.

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,496	\$18,080	\$18,662	\$19,241	\$19,824	\$20,166	\$20,739	\$21,319	\$21,343	\$21,886
2	\$19,672	\$20,139	\$20,791	\$21,343	\$21,582	\$22,217	\$22,852	\$23,486	\$24,121	\$24,756
3	\$21,464	\$22,179	\$22,894	\$23,610	\$24,325	\$25,040	\$25,755	\$26,471	\$27,186	\$27,901
4	\$24,095	\$24,898	\$25,700	\$26,503	\$27,306	\$28,108	\$28,911	\$29,714	\$30,516	\$31,319
5	\$26,958	\$27,856	\$28,755	\$29,653	\$30,551	\$31,449	\$32,347	\$33,245	\$34,144	\$35,042
6	\$30,050	\$31,051	\$32,053	\$33,054	\$34,056	\$35,058	\$36,059	\$37,061	\$38,063	\$39,064
7	\$33,393	\$34,506	\$35,619	\$36,732	\$37,845	\$38,959	\$40,072	\$41,185	\$42,298	\$43,411
8	\$36,982	\$38,215	\$39,447	\$40,680	\$41,913	\$43,146	\$44,379	\$45,611	\$46,844	\$48,077
9	\$40,847	\$42,208	\$43,570	\$44,932	\$46,293	\$47,655	\$49,016	\$50,378	\$51,740	\$53,101
10	\$44,982	\$46,482	\$47,981	\$49,481	\$50,981	\$52,480	\$53,980	\$55,479	\$56,979	\$58,479
11	\$49,422	\$51,070	\$52,718	\$54,366	\$56,014	\$57,662	\$59,310	\$60,958	\$62,606	\$64,254
12	\$59,234	\$61,209	\$63,183	\$65,158	\$67,132	\$69,107	\$71,082	\$73,056	\$75,031	\$77,005
13	\$70,439	\$72,787	\$75,135	\$77,484	\$79,832	\$82,180	\$84,528	\$86,877	\$89,225	\$91,573
14	\$83,238	\$86,013	\$88,788	\$91,563	\$94,338	\$97,113	\$99,888	\$102,663	\$105,438	\$108,213
15	\$97,911	\$101,175	\$104,438	\$107,702	\$110,966	\$114,230	\$117,493	\$120,757	\$124,021	\$127,284
16	\$114,831	\$118,658	\$122,485	\$126,313	\$130,140	\$133,967	\$137,794	\$141,621	\$142,500	\$142,500
17	\$131,881	\$136,277	\$140,674	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 53: CHICAGO-GARY-KENOSHA, IL-IN-WI CMSA**2003 Pay Rates of the Judiciary Salary Plan with 16.15% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,671	\$18,261	\$18,849	\$19,433	\$20,022	\$20,368	\$20,946	\$21,532	\$21,556	\$22,105
2	\$19,869	\$20,340	\$20,999	\$21,556	\$21,798	\$22,439	\$23,080	\$23,721	\$24,362	\$25,004
3	\$21,678	\$22,401	\$23,123	\$23,846	\$24,568	\$25,291	\$26,013	\$26,735	\$27,458	\$28,180
4	\$24,336	\$25,146	\$25,957	\$26,768	\$27,579	\$28,389	\$29,200	\$30,011	\$30,822	\$31,632
5	\$27,228	\$28,135	\$29,042	\$29,949	\$30,856	\$31,764	\$32,671	\$33,578	\$34,485	\$35,392
6	\$30,350	\$31,362	\$32,373	\$33,385	\$34,397	\$35,408	\$36,420	\$37,432	\$38,443	\$39,455
7	\$33,726	\$34,851	\$35,975	\$37,099	\$38,224	\$39,348	\$40,472	\$41,597	\$42,721	\$43,845
8	\$37,352	\$38,597	\$39,842	\$41,087	\$42,332	\$43,577	\$44,822	\$46,067	\$47,313	\$48,558
9	\$41,255	\$42,631	\$44,006	\$45,381	\$46,756	\$48,131	\$49,507	\$50,882	\$52,257	\$53,632
10	\$45,432	\$46,947	\$48,461	\$49,976	\$51,490	\$53,005	\$54,520	\$56,034	\$57,549	\$59,063
11	\$49,917	\$51,581	\$53,245	\$54,910	\$56,574	\$58,239	\$59,903	\$61,568	\$63,232	\$64,896
12	\$59,827	\$61,821	\$63,815	\$65,809	\$67,804	\$69,798	\$71,792	\$73,787	\$75,781	\$77,775
13	\$71,143	\$73,515	\$75,887	\$78,258	\$80,630	\$83,002	\$85,374	\$87,746	\$90,117	\$92,489
14	\$84,071	\$86,873	\$89,676	\$92,479	\$95,281	\$98,084	\$100,887	\$103,689	\$106,492	\$109,295
15	\$98,890	\$102,186	\$105,483	\$108,779	\$112,075	\$115,372	\$118,668	\$121,964	\$125,261	\$128,557
16	\$115,979	\$119,845	\$123,710	\$127,576	\$131,441	\$135,307	\$139,172	\$142,500	\$142,500	\$142,500
17	\$133,200	\$137,640	\$142,080	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 54: CINCINNATI-HAMILTON, OH-KY-IN CMSA**2003 Pay Rates of the Judiciary Salary Plan with 13.44% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,259	\$17,835	\$18,409	\$18,980	\$19,555	\$19,893	\$20,458	\$21,030	\$21,053	\$21,589
2	\$19,405	\$19,866	\$20,509	\$21,053	\$21,289	\$21,915	\$22,542	\$23,168	\$23,794	\$24,420
3	\$21,172	\$21,878	\$22,584	\$23,289	\$23,995	\$24,700	\$25,406	\$26,112	\$26,817	\$27,523
4	\$23,768	\$24,560	\$25,352	\$26,143	\$26,935	\$27,727	\$28,519	\$29,311	\$30,102	\$30,894
5	\$26,593	\$27,479	\$28,365	\$29,251	\$30,136	\$31,022	\$31,908	\$32,794	\$33,680	\$34,566
6	\$29,642	\$30,630	\$31,618	\$32,606	\$33,594	\$34,582	\$35,570	\$36,558	\$37,546	\$38,534
7	\$32,940	\$34,038	\$35,136	\$36,234	\$37,332	\$38,430	\$39,528	\$40,626	\$41,724	\$42,822
8	\$36,480	\$37,696	\$38,912	\$40,128	\$41,344	\$42,560	\$43,776	\$44,993	\$46,209	\$47,425
9	\$40,293	\$41,636	\$42,979	\$44,322	\$45,665	\$47,008	\$48,352	\$49,695	\$51,038	\$52,381
10	\$44,372	\$45,851	\$47,331	\$48,810	\$50,289	\$51,768	\$53,248	\$54,727	\$56,206	\$57,685
11	\$48,752	\$50,378	\$52,003	\$53,629	\$55,254	\$56,880	\$58,506	\$60,131	\$61,757	\$63,382
12	\$58,431	\$60,378	\$62,326	\$64,274	\$66,222	\$68,169	\$70,117	\$72,065	\$74,013	\$75,961
13	\$69,483	\$71,800	\$74,116	\$76,432	\$78,749	\$81,065	\$83,382	\$85,698	\$88,015	\$90,331
14	\$82,109	\$84,846	\$87,584	\$90,321	\$93,058	\$95,796	\$98,533	\$101,270	\$104,007	\$106,745
15	\$96,583	\$99,802	\$103,022	\$106,241	\$109,461	\$112,680	\$115,899	\$119,119	\$122,338	\$125,558
16	\$113,273	\$117,049	\$120,824	\$124,599	\$128,374	\$132,150	\$135,925	\$139,700	\$142,254	\$142,254
17	\$130,092	\$134,429	\$138,765	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254
18	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254	\$142,254

Table 55: CLEVELAND-AKRON, OH CMSA**2003 Pay Rates of the Judiciary Salary Plan with 11.50% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,964	\$17,530	\$18,094	\$18,655	\$19,220	\$19,553	\$20,108	\$20,670	\$20,693	\$21,220
2	\$19,073	\$19,526	\$20,158	\$20,693	\$20,925	\$21,541	\$22,156	\$22,772	\$23,387	\$24,003
3	\$20,810	\$21,504	\$22,197	\$22,891	\$23,584	\$24,278	\$24,972	\$25,665	\$26,359	\$27,052
4	\$23,361	\$24,140	\$24,918	\$25,696	\$26,475	\$27,253	\$28,031	\$28,809	\$29,588	\$30,366
5	\$26,138	\$27,009	\$27,879	\$28,750	\$29,621	\$30,492	\$31,363	\$32,234	\$33,104	\$33,975
6	\$29,135	\$30,106	\$31,077	\$32,048	\$33,020	\$33,991	\$34,962	\$35,933	\$36,904	\$37,875
7	\$32,376	\$33,456	\$34,535	\$35,614	\$36,694	\$37,773	\$38,852	\$39,931	\$41,011	\$42,090
8	\$35,856	\$37,051	\$38,247	\$39,442	\$40,637	\$41,833	\$43,028	\$44,223	\$45,418	\$46,614
9	\$39,604	\$40,924	\$42,244	\$43,564	\$44,884	\$46,204	\$47,525	\$48,845	\$50,165	\$51,485
10	\$43,613	\$45,067	\$46,521	\$47,975	\$49,429	\$50,883	\$52,337	\$53,791	\$55,245	\$56,699
11	\$47,918	\$49,516	\$51,114	\$52,712	\$54,309	\$55,907	\$57,505	\$59,103	\$60,701	\$62,298
12	\$57,431	\$59,346	\$61,260	\$63,175	\$65,089	\$67,004	\$68,918	\$70,833	\$72,747	\$74,662
13	\$68,295	\$70,572	\$72,849	\$75,125	\$77,402	\$79,679	\$81,956	\$84,233	\$86,510	\$88,786
14	\$80,705	\$83,395	\$86,086	\$88,776	\$91,467	\$94,157	\$96,848	\$99,538	\$102,229	\$104,919
15	\$94,931	\$98,095	\$101,260	\$104,424	\$107,589	\$110,753	\$113,917	\$117,082	\$120,246	\$123,410
16	\$111,336	\$115,047	\$118,758	\$122,468	\$126,179	\$129,890	\$133,600	\$137,311	\$139,821	\$139,821
17	\$127,867	\$132,130	\$136,392	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821
18	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821	\$139,821

Table L1: COLUMBUS, OH MSA

2003 Pay Rates of the Judiciary Salary Plan with 11.78% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,006	\$17,574	\$18,140	\$18,702	\$19,269	\$19,602	\$20,158	\$20,722	\$20,745	\$21,273
2	\$19,121	\$19,575	\$20,209	\$20,745	\$20,978	\$21,595	\$22,212	\$22,829	\$23,446	\$24,063
3	\$20,863	\$21,558	\$22,253	\$22,948	\$23,644	\$24,339	\$25,034	\$25,730	\$26,425	\$27,120
4	\$23,420	\$24,200	\$24,981	\$25,761	\$26,541	\$27,321	\$28,101	\$28,882	\$29,662	\$30,442
5	\$26,203	\$27,076	\$27,949	\$28,822	\$29,695	\$30,568	\$31,441	\$32,314	\$33,187	\$34,060
6	\$29,208	\$30,182	\$31,155	\$32,129	\$33,103	\$34,076	\$35,050	\$36,023	\$36,997	\$37,971
7	\$32,458	\$33,540	\$34,622	\$35,704	\$36,786	\$37,868	\$38,950	\$40,032	\$41,114	\$42,196
8	\$35,946	\$37,144	\$38,343	\$39,541	\$40,739	\$41,938	\$43,136	\$44,334	\$45,532	\$46,731
9	\$39,703	\$41,027	\$42,350	\$43,674	\$44,997	\$46,321	\$47,644	\$48,967	\$50,291	\$51,614
10	\$43,723	\$45,180	\$46,638	\$48,096	\$49,553	\$51,011	\$52,468	\$53,926	\$55,384	\$56,841
11	\$48,039	\$49,640	\$51,242	\$52,844	\$54,446	\$56,048	\$57,649	\$59,251	\$60,853	\$62,455
12	\$57,576	\$59,495	\$61,414	\$63,333	\$65,253	\$67,172	\$69,091	\$71,010	\$72,930	\$74,849
13	\$68,466	\$70,749	\$73,031	\$75,314	\$77,597	\$79,879	\$82,162	\$84,444	\$86,727	\$89,009
14	\$80,907	\$83,605	\$86,302	\$88,999	\$91,696	\$94,394	\$97,091	\$99,788	\$102,485	\$105,183
15	\$95,169	\$98,342	\$101,514	\$104,686	\$107,859	\$111,031	\$114,203	\$117,376	\$120,548	\$123,720
16	\$111,616	\$115,336	\$119,056	\$122,776	\$126,496	\$130,216	\$133,936	\$137,656	\$140,172	\$140,172
17	\$128,188	\$132,462	\$136,735	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172
18	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172	\$140,172

Table 56: DALLAS-FORT WORTH, TX CMSA**2003 Pay Rates of the Judiciary Salary Plan with 12.10% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,055	\$17,624	\$18,192	\$18,755	\$19,324	\$19,658	\$20,216	\$20,781	\$20,805	\$21,334
2	\$19,176	\$19,631	\$20,267	\$20,805	\$21,038	\$21,657	\$22,275	\$22,894	\$23,513	\$24,132
3	\$20,922	\$21,620	\$22,317	\$23,014	\$23,711	\$24,409	\$25,106	\$25,803	\$26,500	\$27,198
4	\$23,487	\$24,270	\$25,052	\$25,835	\$26,617	\$27,399	\$28,182	\$28,964	\$29,747	\$30,529
5	\$26,278	\$27,154	\$28,029	\$28,905	\$29,780	\$30,656	\$31,531	\$32,407	\$33,282	\$34,158
6	\$29,292	\$30,268	\$31,245	\$32,221	\$33,197	\$34,174	\$35,150	\$36,126	\$37,103	\$38,079
7	\$32,550	\$33,636	\$34,721	\$35,806	\$36,891	\$37,976	\$39,061	\$40,146	\$41,232	\$42,317
8	\$36,049	\$37,251	\$38,453	\$39,654	\$40,856	\$42,058	\$43,259	\$44,461	\$45,663	\$46,865
9	\$39,817	\$41,144	\$42,471	\$43,799	\$45,126	\$46,453	\$47,780	\$49,108	\$50,435	\$51,762
10	\$43,848	\$45,310	\$46,771	\$48,233	\$49,695	\$51,157	\$52,619	\$54,080	\$55,542	\$57,004
11	\$48,176	\$49,782	\$51,389	\$52,995	\$54,602	\$56,208	\$57,814	\$59,421	\$61,027	\$62,634
12	\$57,740	\$59,665	\$61,590	\$63,515	\$65,439	\$67,364	\$69,289	\$71,214	\$73,139	\$75,063
13	\$68,662	\$70,951	\$73,241	\$75,530	\$77,819	\$80,108	\$82,397	\$84,686	\$86,975	\$89,264
14	\$81,139	\$83,844	\$86,549	\$89,254	\$91,959	\$94,664	\$97,369	\$100,074	\$102,779	\$105,484
15	\$95,442	\$98,623	\$101,805	\$104,986	\$108,168	\$111,349	\$114,530	\$117,712	\$120,893	\$124,075
16	\$111,935	\$115,666	\$119,397	\$123,127	\$126,858	\$130,589	\$134,319	\$138,050	\$140,573	\$140,573
17	\$128,555	\$132,841	\$137,126	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573
18	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573	\$140,573

Table 57: DAYTON-SPRINGFIELD, OH MSA

2003 Pay Rates of the Judiciary Salary Plan with 10.67% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,837	\$17,400	\$17,960	\$18,516	\$19,077	\$19,407	\$19,958	\$20,516	\$20,539	\$21,062
2	\$18,931	\$19,381	\$20,008	\$20,539	\$20,769	\$21,380	\$21,991	\$22,602	\$23,213	\$23,824
3	\$20,655	\$21,344	\$22,032	\$22,721	\$23,409	\$24,097	\$24,786	\$25,474	\$26,162	\$26,851
4	\$23,188	\$23,960	\$24,733	\$25,505	\$26,277	\$27,050	\$27,822	\$28,595	\$29,367	\$30,140
5	\$25,943	\$26,808	\$27,672	\$28,536	\$29,401	\$30,265	\$31,129	\$31,994	\$32,858	\$33,722
6	\$28,918	\$29,882	\$30,846	\$31,810	\$32,774	\$33,738	\$34,702	\$35,666	\$36,630	\$37,593
7	\$32,135	\$33,207	\$34,278	\$35,349	\$36,420	\$37,492	\$38,563	\$39,634	\$40,706	\$41,777
8	\$35,589	\$36,776	\$37,962	\$39,148	\$40,335	\$41,521	\$42,708	\$43,894	\$45,080	\$46,267
9	\$39,309	\$40,619	\$41,930	\$43,240	\$44,550	\$45,861	\$47,171	\$48,481	\$49,792	\$51,102
10	\$43,289	\$44,732	\$46,175	\$47,618	\$49,061	\$50,504	\$51,947	\$53,391	\$54,834	\$56,277
11	\$47,562	\$49,147	\$50,733	\$52,319	\$53,905	\$55,491	\$57,077	\$58,663	\$60,249	\$61,835
12	\$57,004	\$58,904	\$60,804	\$62,705	\$64,605	\$66,505	\$68,405	\$70,305	\$72,206	\$74,106
13	\$67,786	\$70,046	\$72,306	\$74,566	\$76,826	\$79,086	\$81,346	\$83,606	\$85,866	\$88,125
14	\$80,104	\$82,775	\$85,445	\$88,115	\$90,786	\$93,456	\$96,127	\$98,797	\$101,468	\$104,138
15	\$94,224	\$97,365	\$100,506	\$103,647	\$106,788	\$109,929	\$113,069	\$116,210	\$119,351	\$122,492
16	\$110,507	\$114,190	\$117,874	\$121,557	\$125,240	\$128,923	\$132,606	\$136,289	\$138,780	\$138,780
17	\$126,915	\$131,146	\$135,377	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780
18	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780	\$138,780

Table 58: DENVER-BOULDER-GREELEY, CO CMSA

2003 Pay Rates of the Judiciary Salary Plan with 14.77% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,461	\$18,044	\$18,625	\$19,202	\$19,784	\$20,126	\$20,698	\$21,276	\$21,300	\$21,842
2	\$19,633	\$20,099	\$20,749	\$21,300	\$21,539	\$22,172	\$22,806	\$23,439	\$24,073	\$24,707
3	\$21,421	\$22,135	\$22,848	\$23,562	\$24,276	\$24,990	\$25,704	\$26,418	\$27,132	\$27,845
4	\$24,047	\$24,848	\$25,649	\$26,450	\$27,251	\$28,052	\$28,853	\$29,654	\$30,455	\$31,256
5	\$26,904	\$27,801	\$28,697	\$29,593	\$30,490	\$31,386	\$32,283	\$33,179	\$34,075	\$34,972
6	\$29,989	\$30,989	\$31,989	\$32,988	\$33,988	\$34,988	\$35,987	\$36,987	\$37,987	\$38,986
7	\$33,326	\$34,437	\$35,548	\$36,659	\$37,770	\$38,881	\$39,992	\$41,103	\$42,214	\$43,325
8	\$36,908	\$38,138	\$39,368	\$40,599	\$41,829	\$43,059	\$44,290	\$45,520	\$46,750	\$47,981
9	\$40,765	\$42,124	\$43,483	\$44,842	\$46,201	\$47,560	\$48,918	\$50,277	\$51,636	\$52,995
10	\$44,892	\$46,389	\$47,885	\$49,382	\$50,879	\$52,375	\$53,872	\$55,368	\$56,865	\$58,362
11	\$49,324	\$50,968	\$52,613	\$54,258	\$55,902	\$57,547	\$59,191	\$60,836	\$62,481	\$64,125
12	\$59,116	\$61,086	\$63,057	\$65,028	\$66,998	\$68,969	\$70,939	\$72,910	\$74,881	\$76,851
13	\$70,298	\$72,641	\$74,985	\$77,329	\$79,672	\$82,016	\$84,359	\$86,703	\$89,047	\$91,390
14	\$83,072	\$85,841	\$88,610	\$91,380	\$94,149	\$96,919	\$99,688	\$102,457	\$105,227	\$107,996
15	\$97,715	\$100,972	\$104,230	\$107,487	\$110,744	\$114,001	\$117,258	\$120,515	\$123,773	\$127,030
16	\$114,601	\$118,421	\$122,240	\$126,060	\$129,879	\$133,699	\$137,519	\$141,338	\$142,500	\$142,500
17	\$131,617	\$136,005	\$140,392	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 59: DETROIT-ANN ARBOR-FLINT, MI CMSA

2003 Pay Rates of the Judiciary Salary Plan with 16.27% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,689	\$18,280	\$18,868	\$19,453	\$20,043	\$20,389	\$20,968	\$21,554	\$21,579	\$22,127
2	\$19,889	\$20,361	\$21,020	\$21,579	\$21,820	\$22,462	\$23,104	\$23,746	\$24,388	\$25,029
3	\$21,701	\$22,424	\$23,147	\$23,870	\$24,593	\$25,317	\$26,040	\$26,763	\$27,486	\$28,209
4	\$24,361	\$25,172	\$25,984	\$26,796	\$27,607	\$28,419	\$29,230	\$30,042	\$30,853	\$31,665
5	\$27,256	\$28,164	\$29,072	\$29,980	\$30,888	\$31,796	\$32,704	\$33,612	\$34,521	\$35,429
6	\$30,381	\$31,394	\$32,407	\$33,419	\$34,432	\$35,445	\$36,458	\$37,470	\$38,483	\$39,496
7	\$33,761	\$34,887	\$36,012	\$37,138	\$38,263	\$39,389	\$40,514	\$41,640	\$42,765	\$43,891
8	\$37,390	\$38,637	\$39,883	\$41,129	\$42,376	\$43,622	\$44,869	\$46,115	\$47,361	\$48,608
9	\$41,298	\$42,675	\$44,051	\$45,428	\$46,804	\$48,181	\$49,558	\$50,934	\$52,311	\$53,688
10	\$45,479	\$46,995	\$48,511	\$50,027	\$51,544	\$53,060	\$54,576	\$56,092	\$57,608	\$59,124
11	\$49,968	\$51,634	\$53,300	\$54,967	\$56,633	\$58,299	\$59,965	\$61,631	\$63,297	\$64,964
12	\$59,888	\$61,885	\$63,881	\$65,877	\$67,874	\$69,870	\$71,866	\$73,863	\$75,859	\$77,856
13	\$71,217	\$73,591	\$75,965	\$78,339	\$80,713	\$83,088	\$85,462	\$87,836	\$90,210	\$92,585
14	\$84,157	\$86,963	\$89,769	\$92,574	\$95,380	\$98,185	\$100,991	\$103,797	\$106,602	\$109,408
15	\$98,992	\$102,292	\$105,592	\$108,892	\$112,191	\$115,491	\$118,791	\$122,090	\$125,390	\$128,690
16	\$116,099	\$119,969	\$123,838	\$127,707	\$131,577	\$135,446	\$139,316	\$142,500	\$142,500	\$142,500
17	\$133,337	\$137,782	\$142,227	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table L9: HARTFORD, CT MSA**2003 Pay Rates of the Judiciary Salary Plan with 15.56% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,581	\$18,168	\$18,753	\$19,334	\$19,920	\$20,265	\$20,840	\$21,423	\$21,447	\$21,992
2	\$19,768	\$20,237	\$20,892	\$21,447	\$21,687	\$22,325	\$22,963	\$23,601	\$24,239	\$24,877
3	\$21,568	\$22,287	\$23,006	\$23,724	\$24,443	\$25,162	\$25,881	\$26,600	\$27,318	\$28,037
4	\$24,212	\$25,019	\$25,825	\$26,632	\$27,439	\$28,245	\$29,052	\$29,858	\$30,665	\$31,472
5	\$27,090	\$27,992	\$28,895	\$29,797	\$30,700	\$31,602	\$32,505	\$33,407	\$34,310	\$35,212
6	\$30,196	\$31,202	\$32,209	\$33,215	\$34,222	\$35,228	\$36,235	\$37,242	\$38,248	\$39,255
7	\$33,555	\$34,674	\$35,792	\$36,911	\$38,030	\$39,148	\$40,267	\$41,386	\$42,504	\$43,623
8	\$37,162	\$38,401	\$39,639	\$40,878	\$42,117	\$43,356	\$44,595	\$45,833	\$47,072	\$48,311
9	\$41,046	\$42,414	\$43,782	\$45,150	\$46,519	\$47,887	\$49,255	\$50,623	\$51,992	\$53,360
10	\$45,201	\$46,708	\$48,215	\$49,722	\$51,229	\$52,736	\$54,243	\$55,750	\$57,257	\$58,763
11	\$49,663	\$51,319	\$52,975	\$54,631	\$56,287	\$57,943	\$59,599	\$61,255	\$62,911	\$64,567
12	\$59,523	\$61,507	\$63,491	\$65,475	\$67,459	\$69,443	\$71,428	\$73,412	\$75,396	\$77,380
13	\$70,782	\$73,141	\$75,501	\$77,861	\$80,221	\$82,580	\$84,940	\$87,300	\$89,660	\$92,019
14	\$83,643	\$86,432	\$89,220	\$92,009	\$94,797	\$97,586	\$100,374	\$103,163	\$105,951	\$108,740
15	\$98,388	\$101,667	\$104,947	\$108,227	\$111,506	\$114,786	\$118,065	\$121,345	\$124,625	\$127,904
16	\$115,390	\$119,236	\$123,082	\$126,928	\$130,773	\$134,619	\$138,465	\$142,311	\$142,500	\$142,500
17	\$132,523	\$136,941	\$141,359	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 60: HOUSTON-GALVESTON-BRAZORIA, TX CMSA**2003 Pay Rates of the Judiciary Salary Plan with 20.53% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$18,337	\$18,950	\$19,560	\$20,166	\$20,777	\$21,136	\$21,736	\$22,344	\$22,369	\$22,938
2	\$20,618	\$21,107	\$21,791	\$22,369	\$22,620	\$23,285	\$23,951	\$24,616	\$25,281	\$25,946
3	\$22,496	\$23,245	\$23,995	\$24,745	\$25,495	\$26,244	\$26,994	\$27,744	\$28,493	\$29,243
4	\$25,253	\$26,095	\$26,936	\$27,777	\$28,619	\$29,460	\$30,301	\$31,143	\$31,984	\$32,825
5	\$28,255	\$29,196	\$30,137	\$31,079	\$32,020	\$32,961	\$33,903	\$34,844	\$35,785	\$36,727
6	\$31,494	\$32,544	\$33,594	\$34,644	\$35,694	\$36,744	\$37,793	\$38,843	\$39,893	\$40,943
7	\$34,998	\$36,165	\$37,332	\$38,498	\$39,665	\$40,832	\$41,999	\$43,165	\$44,332	\$45,499
8	\$38,760	\$40,052	\$41,344	\$42,636	\$43,928	\$45,220	\$46,513	\$47,805	\$49,097	\$50,389
9	\$42,811	\$44,238	\$45,665	\$47,092	\$48,519	\$49,946	\$51,374	\$52,801	\$54,228	\$55,655
10	\$47,145	\$48,717	\$50,289	\$51,860	\$53,432	\$55,004	\$56,576	\$58,147	\$59,719	\$61,291
11	\$51,799	\$53,526	\$55,253	\$56,981	\$58,708	\$60,435	\$62,162	\$63,889	\$65,617	\$67,344
12	\$62,083	\$64,152	\$66,222	\$68,291	\$70,361	\$72,430	\$74,500	\$76,569	\$78,639	\$80,708
13	\$73,826	\$76,287	\$78,748	\$81,209	\$83,671	\$86,132	\$88,593	\$91,054	\$93,516	\$95,977
14	\$87,241	\$90,149	\$93,058	\$95,966	\$98,874	\$101,783	\$104,691	\$107,600	\$110,508	\$113,416
15	\$102,619	\$106,040	\$109,461	\$112,881	\$116,302	\$119,722	\$123,143	\$126,564	\$129,984	\$133,405
16	\$120,353	\$124,364	\$128,375	\$132,387	\$136,398	\$140,409	\$142,500	\$142,500	\$142,500	\$142,500
17	\$138,223	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 61: HUNTSVILLE, AL MSA**2003 Pay Rates of the Judiciary Salary Plan with 10.06% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,745	\$17,304	\$17,861	\$18,414	\$18,972	\$19,300	\$19,848	\$20,403	\$20,426	\$20,946
2	\$18,827	\$19,274	\$19,898	\$20,426	\$20,655	\$21,262	\$21,870	\$22,478	\$23,085	\$23,693
3	\$20,542	\$21,226	\$21,911	\$22,595	\$23,280	\$23,964	\$24,649	\$25,334	\$26,018	\$26,703
4	\$23,060	\$23,828	\$24,596	\$25,364	\$26,133	\$26,901	\$27,669	\$28,437	\$29,206	\$29,974
5	\$25,800	\$26,660	\$27,519	\$28,379	\$29,239	\$30,098	\$30,958	\$31,817	\$32,677	\$33,536
6	\$28,759	\$29,717	\$30,676	\$31,635	\$32,593	\$33,552	\$34,510	\$35,469	\$36,428	\$37,386
7	\$31,958	\$33,024	\$34,089	\$35,154	\$36,220	\$37,285	\$38,350	\$39,416	\$40,481	\$41,547
8	\$35,393	\$36,573	\$37,753	\$38,933	\$40,112	\$41,292	\$42,472	\$43,652	\$44,832	\$46,012
9	\$39,092	\$40,395	\$41,698	\$43,002	\$44,305	\$45,608	\$46,911	\$48,214	\$49,517	\$50,820
10	\$43,050	\$44,485	\$45,920	\$47,356	\$48,791	\$50,226	\$51,661	\$53,096	\$54,531	\$55,967
11	\$47,299	\$48,877	\$50,454	\$52,031	\$53,608	\$55,185	\$56,762	\$58,340	\$59,917	\$61,494
12	\$56,690	\$58,579	\$60,469	\$62,359	\$64,249	\$66,138	\$68,028	\$69,918	\$71,808	\$73,697
13	\$67,413	\$69,660	\$71,908	\$74,155	\$76,403	\$78,650	\$80,897	\$83,145	\$85,392	\$87,640
14	\$79,663	\$82,318	\$84,974	\$87,630	\$90,286	\$92,941	\$95,597	\$98,253	\$100,909	\$103,564
15	\$93,705	\$96,829	\$99,952	\$103,076	\$106,199	\$109,323	\$112,446	\$115,570	\$118,693	\$121,817
16	\$109,898	\$113,561	\$117,224	\$120,887	\$124,549	\$128,212	\$131,875	\$135,538	\$138,015	\$138,015
17	\$126,216	\$130,423	\$134,631	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015
18	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015	\$138,015

Table 62: INDIANAPOLIS, IN MSA

2003 Pay Rates of the Judiciary Salary Plan with 9.83% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,710	\$17,267	\$17,823	\$18,376	\$18,932	\$19,260	\$19,807	\$20,360	\$20,383	\$20,902
2	\$18,788	\$19,233	\$19,856	\$20,383	\$20,612	\$21,218	\$21,824	\$22,431	\$23,037	\$23,643
3	\$20,499	\$21,182	\$21,865	\$22,548	\$23,231	\$23,914	\$24,598	\$25,281	\$25,964	\$26,647
4	\$23,012	\$23,778	\$24,545	\$25,311	\$26,078	\$26,845	\$27,611	\$28,378	\$29,144	\$29,911
5	\$25,746	\$26,604	\$27,462	\$28,320	\$29,177	\$30,035	\$30,893	\$31,751	\$32,609	\$33,466
6	\$28,699	\$29,655	\$30,612	\$31,568	\$32,525	\$33,482	\$34,438	\$35,395	\$36,352	\$37,308
7	\$31,891	\$32,954	\$34,018	\$35,081	\$36,144	\$37,207	\$38,270	\$39,333	\$40,397	\$41,460
8	\$35,319	\$36,497	\$37,674	\$38,851	\$40,029	\$41,206	\$42,383	\$43,561	\$44,738	\$45,916
9	\$39,011	\$40,311	\$41,611	\$42,912	\$44,212	\$45,512	\$46,813	\$48,113	\$49,414	\$50,714
10	\$42,960	\$44,392	\$45,824	\$47,257	\$48,689	\$50,121	\$51,553	\$52,985	\$54,417	\$55,850
11	\$47,201	\$48,774	\$50,348	\$51,922	\$53,496	\$55,070	\$56,644	\$58,218	\$59,791	\$61,365
12	\$56,571	\$58,457	\$60,343	\$62,229	\$64,114	\$66,000	\$67,886	\$69,772	\$71,657	\$73,543
13	\$67,272	\$69,515	\$71,757	\$74,000	\$76,243	\$78,486	\$80,728	\$82,971	\$85,214	\$87,457
14	\$79,496	\$82,146	\$84,796	\$87,447	\$90,097	\$92,747	\$95,397	\$98,047	\$100,698	\$103,348
15	\$93,509	\$96,626	\$99,743	\$102,860	\$105,977	\$109,094	\$112,211	\$115,328	\$118,445	\$121,562
16	\$109,669	\$113,324	\$116,979	\$120,634	\$124,289	\$127,944	\$131,599	\$135,255	\$137,727	\$137,727
17	\$125,952	\$130,151	\$134,350	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727
18	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727	\$137,727

Table 63: KANSAS CITY, MO-KS MSA**2003 Pay Rates of the Judiciary Salary Plan with 10.26% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,775	\$17,335	\$17,893	\$18,448	\$19,007	\$19,335	\$19,884	\$20,440	\$20,463	\$20,984
2	\$18,861	\$19,309	\$19,934	\$20,463	\$20,692	\$21,301	\$21,910	\$22,518	\$23,127	\$23,736
3	\$20,579	\$21,265	\$21,951	\$22,636	\$23,322	\$24,008	\$24,694	\$25,380	\$26,065	\$26,751
4	\$23,102	\$23,871	\$24,641	\$25,411	\$26,180	\$26,950	\$27,719	\$28,489	\$29,259	\$30,028
5	\$25,847	\$26,708	\$27,569	\$28,431	\$29,292	\$30,153	\$31,014	\$31,875	\$32,736	\$33,597
6	\$28,811	\$29,771	\$30,732	\$31,692	\$32,652	\$33,613	\$34,573	\$35,533	\$36,494	\$37,454
7	\$32,016	\$33,084	\$34,151	\$35,218	\$36,285	\$37,353	\$38,420	\$39,487	\$40,555	\$41,622
8	\$35,457	\$36,639	\$37,821	\$39,003	\$40,185	\$41,367	\$42,549	\$43,731	\$44,913	\$46,095
9	\$39,163	\$40,469	\$41,774	\$43,080	\$44,385	\$45,691	\$46,996	\$48,302	\$49,607	\$50,913
10	\$43,128	\$44,566	\$46,004	\$47,442	\$48,879	\$50,317	\$51,755	\$53,193	\$54,631	\$56,068
11	\$47,385	\$48,965	\$50,545	\$52,125	\$53,705	\$55,285	\$56,865	\$58,446	\$60,026	\$61,606
12	\$56,793	\$58,686	\$60,579	\$62,472	\$64,365	\$66,259	\$68,152	\$70,045	\$71,938	\$73,831
13	\$67,535	\$69,787	\$72,038	\$74,290	\$76,541	\$78,793	\$81,044	\$83,296	\$85,547	\$87,799
14	\$79,807	\$82,468	\$85,128	\$87,789	\$90,450	\$93,110	\$95,771	\$98,431	\$101,092	\$103,752
15	\$93,875	\$97,005	\$100,134	\$103,263	\$106,392	\$109,521	\$112,650	\$115,780	\$118,909	\$122,038
16	\$110,098	\$113,767	\$117,437	\$121,106	\$124,776	\$128,445	\$132,115	\$135,784	\$138,266	\$138,266
17	\$126,445	\$130,660	\$134,876	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266
18	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266	\$138,266

Table 64: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA*

2003 Pay Rates of the Judiciary Salary Plan with 17.71% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,908	\$18,506	\$19,102	\$19,694	\$20,291	\$20,642	\$21,228	\$21,821	\$21,846	\$22,401
2	\$20,135	\$20,613	\$21,281	\$21,846	\$22,091	\$22,740	\$23,390	\$24,040	\$24,690	\$25,339
3	\$21,969	\$22,702	\$23,434	\$24,166	\$24,898	\$25,630	\$26,362	\$27,094	\$27,827	\$28,559
4	\$24,663	\$25,484	\$26,306	\$27,127	\$27,949	\$28,771	\$29,592	\$30,414	\$31,236	\$32,057
5	\$27,594	\$28,513	\$29,432	\$30,352	\$31,271	\$32,190	\$33,109	\$34,029	\$34,948	\$35,867
6	\$30,758	\$31,783	\$32,808	\$33,833	\$34,859	\$35,884	\$36,909	\$37,934	\$38,960	\$39,985
7	\$34,179	\$35,319	\$36,458	\$37,598	\$38,737	\$39,877	\$41,016	\$42,155	\$43,295	\$44,434
8	\$37,853	\$39,115	\$40,377	\$41,639	\$42,901	\$44,162	\$45,424	\$46,686	\$47,948	\$49,210
9	\$41,809	\$43,203	\$44,597	\$45,990	\$47,384	\$48,778	\$50,172	\$51,565	\$52,959	\$54,353
10	\$46,042	\$47,577	\$49,112	\$50,647	\$52,182	\$53,717	\$55,252	\$56,787	\$58,322	\$59,857
11	\$50,587	\$52,274	\$53,961	\$55,647	\$57,334	\$59,021	\$60,708	\$62,395	\$64,081	\$65,768
12	\$60,630	\$62,651	\$64,672	\$66,693	\$68,714	\$70,735	\$72,757	\$74,778	\$76,799	\$78,820
13	\$72,099	\$74,502	\$76,906	\$79,309	\$81,713	\$84,117	\$86,520	\$88,924	\$91,328	\$93,731
14	\$85,200	\$88,040	\$90,880	\$93,721	\$96,561	\$99,401	\$102,242	\$105,082	\$107,922	\$110,763
15	\$100,218	\$103,559	\$106,900	\$110,240	\$113,581	\$116,921	\$120,262	\$123,603	\$126,943	\$130,284
16	\$117,537	\$121,454	\$125,372	\$129,289	\$133,207	\$137,124	\$141,041	\$142,500	\$142,500	\$142,500
17	\$134,989	\$139,489	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

* This table also applies to Santa Barbara County, CA.

Table L2: MIAMI-FORT LAUDERDALE, FL CMSA

2003 Pay Rates of the Judiciary Salary Plan with 13.81% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,315	\$17,893	\$18,469	\$19,042	\$19,619	\$19,958	\$20,524	\$21,098	\$21,122	\$21,659
2	\$19,468	\$19,930	\$20,576	\$21,122	\$21,359	\$21,987	\$22,615	\$23,243	\$23,872	\$24,500
3	\$21,241	\$21,949	\$22,657	\$23,365	\$24,073	\$24,781	\$25,489	\$26,197	\$26,905	\$27,613
4	\$23,845	\$24,640	\$25,434	\$26,229	\$27,023	\$27,817	\$28,612	\$29,406	\$30,201	\$30,995
5	\$26,679	\$27,568	\$28,457	\$29,346	\$30,235	\$31,124	\$32,012	\$32,901	\$33,790	\$34,679
6	\$29,739	\$30,730	\$31,721	\$32,712	\$33,704	\$34,695	\$35,686	\$36,678	\$37,669	\$38,660
7	\$33,047	\$34,149	\$35,250	\$36,352	\$37,454	\$38,555	\$39,657	\$40,759	\$41,860	\$42,962
8	\$36,599	\$37,819	\$39,039	\$40,259	\$41,479	\$42,699	\$43,919	\$45,139	\$46,359	\$47,579
9	\$40,424	\$41,772	\$43,119	\$44,467	\$45,814	\$47,162	\$48,509	\$49,857	\$51,204	\$52,552
10	\$44,517	\$46,001	\$47,485	\$48,969	\$50,453	\$51,937	\$53,421	\$54,905	\$56,389	\$57,874
11	\$48,911	\$50,542	\$52,173	\$53,804	\$55,435	\$57,065	\$58,696	\$60,327	\$61,958	\$63,589
12	\$58,621	\$60,575	\$62,529	\$64,484	\$66,438	\$68,392	\$70,346	\$72,300	\$74,254	\$76,208
13	\$69,710	\$72,034	\$74,358	\$76,682	\$79,006	\$81,330	\$83,654	\$85,978	\$88,302	\$90,626
14	\$82,377	\$85,123	\$87,869	\$90,616	\$93,362	\$96,108	\$98,854	\$101,600	\$104,347	\$107,093
15	\$96,898	\$100,128	\$103,358	\$106,588	\$109,818	\$113,047	\$116,277	\$119,507	\$122,737	\$125,967
16	\$113,643	\$117,430	\$121,218	\$125,005	\$128,793	\$132,581	\$136,368	\$140,156	\$142,500	\$142,500
17	\$130,516	\$134,867	\$139,218	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table L6: MILWAUKEE-RACINE, WI CMSA

2003 Pay Rates of the Judiciary Salary Plan with 11.20% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,918	\$17,483	\$18,046	\$18,605	\$19,169	\$19,500	\$20,054	\$20,614	\$20,638	\$21,162
2	\$19,022	\$19,473	\$20,104	\$20,638	\$20,869	\$21,483	\$22,097	\$22,710	\$23,324	\$23,938
3	\$20,754	\$21,446	\$22,138	\$22,829	\$23,521	\$24,213	\$24,904	\$25,596	\$26,288	\$26,979
4	\$23,299	\$24,075	\$24,851	\$25,627	\$26,403	\$27,180	\$27,956	\$28,732	\$29,508	\$30,284
5	\$26,068	\$26,936	\$27,804	\$28,673	\$29,541	\$30,410	\$31,278	\$32,147	\$33,015	\$33,884
6	\$29,057	\$30,025	\$30,994	\$31,962	\$32,931	\$33,899	\$34,868	\$35,836	\$36,805	\$37,774
7	\$32,289	\$33,366	\$34,442	\$35,518	\$36,595	\$37,671	\$38,748	\$39,824	\$40,900	\$41,977
8	\$35,760	\$36,952	\$38,144	\$39,336	\$40,528	\$41,720	\$42,912	\$44,104	\$45,296	\$46,488
9	\$39,497	\$40,814	\$42,130	\$43,447	\$44,764	\$46,080	\$47,397	\$48,713	\$50,030	\$51,347
10	\$43,496	\$44,946	\$46,396	\$47,846	\$49,296	\$50,746	\$52,196	\$53,646	\$55,096	\$56,546
11	\$47,789	\$49,383	\$50,976	\$52,570	\$54,163	\$55,757	\$57,350	\$58,944	\$60,537	\$62,131
12	\$57,277	\$59,186	\$61,096	\$63,005	\$64,914	\$66,823	\$68,733	\$70,642	\$72,551	\$74,461
13	\$68,111	\$70,382	\$72,653	\$74,923	\$77,194	\$79,465	\$81,735	\$84,006	\$86,277	\$88,547
14	\$80,488	\$83,171	\$85,854	\$88,537	\$91,221	\$93,904	\$96,587	\$99,270	\$101,954	\$104,637
15	\$94,676	\$97,832	\$100,987	\$104,143	\$107,299	\$110,455	\$113,611	\$116,767	\$119,923	\$123,078
16	\$111,037	\$114,737	\$118,438	\$122,139	\$125,839	\$129,540	\$133,241	\$136,942	\$139,445	\$139,445
17	\$127,523	\$131,774	\$136,025	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445
18	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445	\$139,445

Table L7: MINNEAPOLIS-ST. PAUL, MN-WI MSA**2003 Pay Rates of the Judiciary Salary Plan with 12.84% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,167	\$17,741	\$18,312	\$18,879	\$19,451	\$19,788	\$20,350	\$20,918	\$20,942	\$21,475
2	\$19,302	\$19,761	\$20,400	\$20,942	\$21,177	\$21,800	\$22,422	\$23,045	\$23,668	\$24,291
3	\$21,060	\$21,762	\$22,464	\$23,166	\$23,868	\$24,570	\$25,272	\$25,974	\$26,675	\$27,377
4	\$23,642	\$24,430	\$25,217	\$26,005	\$26,793	\$27,580	\$28,368	\$29,156	\$29,943	\$30,731
5	\$26,452	\$27,333	\$28,215	\$29,096	\$29,977	\$30,858	\$31,740	\$32,621	\$33,502	\$34,383
6	\$29,485	\$30,468	\$31,451	\$32,434	\$33,416	\$34,399	\$35,382	\$36,365	\$37,348	\$38,331
7	\$32,765	\$33,858	\$34,950	\$36,042	\$37,135	\$38,227	\$39,319	\$40,411	\$41,504	\$42,596
8	\$36,287	\$37,497	\$38,706	\$39,916	\$41,126	\$42,335	\$43,545	\$44,755	\$45,964	\$47,174
9	\$40,080	\$41,416	\$42,752	\$44,088	\$45,424	\$46,760	\$48,096	\$49,432	\$50,768	\$52,104
10	\$44,137	\$45,609	\$47,080	\$48,552	\$50,023	\$51,495	\$52,966	\$54,437	\$55,909	\$57,380
11	\$48,494	\$50,111	\$51,728	\$53,345	\$54,962	\$56,579	\$58,196	\$59,813	\$61,430	\$63,047
12	\$58,122	\$60,059	\$61,997	\$63,934	\$65,871	\$67,809	\$69,746	\$71,684	\$73,621	\$75,559
13	\$69,116	\$71,420	\$73,724	\$76,028	\$78,332	\$80,637	\$82,941	\$85,245	\$87,549	\$89,853
14	\$81,675	\$84,398	\$87,120	\$89,843	\$92,566	\$95,289	\$98,012	\$100,735	\$103,457	\$106,180
15	\$96,072	\$99,274	\$102,477	\$105,679	\$108,882	\$112,084	\$115,286	\$118,489	\$121,691	\$124,894
16	\$112,674	\$116,429	\$120,185	\$123,940	\$127,695	\$131,451	\$135,206	\$138,961	\$141,501	\$141,501
17	\$129,404	\$133,718	\$138,032	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501
18	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501	\$141,501

**Table 66: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA
CMSA**

2003 Pay Rates of the Judiciary Salary Plan with 16.83% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,775	\$18,368	\$18,959	\$19,547	\$20,139	\$20,487	\$21,069	\$21,658	\$21,682	\$22,234
2	\$19,985	\$20,459	\$21,122	\$21,682	\$21,925	\$22,570	\$23,215	\$23,860	\$24,505	\$25,150
3	\$21,805	\$22,532	\$23,259	\$23,985	\$24,712	\$25,439	\$26,165	\$26,892	\$27,619	\$28,345
4	\$24,478	\$25,294	\$26,109	\$26,925	\$27,740	\$28,556	\$29,371	\$30,187	\$31,002	\$31,817
5	\$27,387	\$28,300	\$29,212	\$30,125	\$31,037	\$31,950	\$32,862	\$33,774	\$34,687	\$35,599
6	\$30,528	\$31,545	\$32,563	\$33,580	\$34,598	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686
7	\$33,924	\$35,055	\$36,186	\$37,317	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102
8	\$37,570	\$38,823	\$40,075	\$41,327	\$42,580	\$43,832	\$45,085	\$46,337	\$47,590	\$48,842
9	\$41,497	\$42,880	\$44,263	\$45,647	\$47,030	\$48,413	\$49,796	\$51,180	\$52,563	\$53,946
10	\$45,698	\$47,222	\$48,745	\$50,268	\$51,792	\$53,315	\$54,839	\$56,362	\$57,886	\$59,409
11	\$50,209	\$51,883	\$53,557	\$55,231	\$56,906	\$58,580	\$60,254	\$61,928	\$63,602	\$65,276
12	\$60,177	\$62,183	\$64,189	\$66,195	\$68,201	\$70,207	\$72,213	\$74,219	\$76,225	\$78,231
13	\$71,560	\$73,945	\$76,331	\$78,717	\$81,102	\$83,488	\$85,874	\$88,259	\$90,645	\$93,031
14	\$84,563	\$87,382	\$90,201	\$93,020	\$95,839	\$98,658	\$101,477	\$104,296	\$107,116	\$109,935
15	\$99,469	\$102,785	\$106,100	\$109,416	\$112,732	\$116,047	\$119,363	\$122,679	\$125,994	\$129,310
16	\$116,658	\$120,546	\$124,434	\$128,323	\$132,211	\$136,099	\$139,987	\$142,500	\$142,500	\$142,500
17	\$133,979	\$138,446	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table L3: ORLANDO, FL MSA

2003 Pay Rates of the Judiciary Salary Plan with 9.65% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,682	\$17,239	\$17,794	\$18,346	\$18,901	\$19,228	\$19,774	\$20,327	\$20,350	\$20,867
2	\$18,757	\$19,202	\$19,824	\$20,350	\$20,578	\$21,183	\$21,789	\$22,394	\$22,999	\$23,604
3	\$20,465	\$21,147	\$21,829	\$22,511	\$23,193	\$23,875	\$24,557	\$25,239	\$25,921	\$26,603
4	\$22,974	\$23,739	\$24,505	\$25,270	\$26,035	\$26,801	\$27,566	\$28,331	\$29,097	\$29,862
5	\$25,704	\$26,561	\$27,417	\$28,273	\$29,130	\$29,986	\$30,842	\$31,699	\$32,555	\$33,411
6	\$28,652	\$29,607	\$30,562	\$31,517	\$32,472	\$33,427	\$34,382	\$35,337	\$36,292	\$37,247
7	\$31,839	\$32,900	\$33,962	\$35,023	\$36,085	\$37,146	\$38,208	\$39,269	\$40,330	\$41,392
8	\$35,261	\$36,437	\$37,612	\$38,788	\$39,963	\$41,138	\$42,314	\$43,489	\$44,665	\$45,840
9	\$38,947	\$40,245	\$41,543	\$42,841	\$44,140	\$45,438	\$46,736	\$48,034	\$49,333	\$50,631
10	\$42,890	\$44,319	\$45,749	\$47,179	\$48,609	\$50,039	\$51,469	\$52,898	\$54,328	\$55,758
11	\$47,123	\$48,694	\$50,266	\$51,837	\$53,408	\$54,980	\$56,551	\$58,122	\$59,693	\$61,265
12	\$56,479	\$58,361	\$60,244	\$62,127	\$64,009	\$65,892	\$67,775	\$69,657	\$71,540	\$73,423
13	\$67,162	\$69,401	\$71,640	\$73,879	\$76,118	\$78,357	\$80,596	\$82,835	\$85,074	\$87,313
14	\$79,366	\$82,012	\$84,657	\$87,303	\$89,949	\$92,595	\$95,241	\$97,887	\$100,533	\$103,178
15	\$93,356	\$96,468	\$99,580	\$102,692	\$105,803	\$108,915	\$112,027	\$115,139	\$118,251	\$121,363
16	\$109,489	\$113,138	\$116,787	\$120,436	\$124,085	\$127,735	\$131,384	\$135,033	\$137,501	\$137,501
17	\$125,746	\$129,937	\$134,129	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501
18	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501	\$137,501

Table 69: PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD CMSA

2003 Pay Rates of the Judiciary Salary Plan with 13.43% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,257	\$17,833	\$18,407	\$18,978	\$19,553	\$19,891	\$20,456	\$21,028	\$21,051	\$21,587
2	\$19,403	\$19,864	\$20,507	\$21,051	\$21,287	\$21,914	\$22,540	\$23,166	\$23,792	\$24,418
3	\$21,171	\$21,876	\$22,582	\$23,287	\$23,993	\$24,698	\$25,404	\$26,109	\$26,815	\$27,520
4	\$23,766	\$24,558	\$25,349	\$26,141	\$26,933	\$27,725	\$28,516	\$29,308	\$30,100	\$30,892
5	\$26,590	\$27,476	\$28,362	\$29,248	\$30,134	\$31,020	\$31,906	\$32,791	\$33,677	\$34,563
6	\$29,639	\$30,627	\$31,615	\$32,603	\$33,591	\$34,579	\$35,567	\$36,555	\$37,543	\$38,531
7	\$32,937	\$34,035	\$35,133	\$36,231	\$37,329	\$38,427	\$39,525	\$40,623	\$41,721	\$42,819
8	\$36,477	\$37,693	\$38,909	\$40,125	\$41,341	\$42,557	\$43,773	\$44,989	\$46,205	\$47,421
9	\$40,289	\$41,632	\$42,975	\$44,318	\$45,661	\$47,004	\$48,347	\$49,690	\$51,033	\$52,376
10	\$44,368	\$45,847	\$47,326	\$48,806	\$50,285	\$51,764	\$53,243	\$54,722	\$56,201	\$57,680
11	\$48,748	\$50,373	\$51,999	\$53,624	\$55,249	\$56,875	\$58,500	\$60,126	\$61,751	\$63,377
12	\$58,426	\$60,373	\$62,321	\$64,268	\$66,216	\$68,163	\$70,111	\$72,059	\$74,006	\$75,954
13	\$69,477	\$71,793	\$74,109	\$76,426	\$78,742	\$81,058	\$83,374	\$85,691	\$88,007	\$90,323
14	\$82,102	\$84,839	\$87,576	\$90,313	\$93,050	\$95,787	\$98,524	\$101,261	\$103,998	\$106,735
15	\$96,574	\$99,793	\$103,013	\$106,232	\$109,451	\$112,670	\$115,889	\$119,108	\$122,327	\$125,547
16	\$113,263	\$117,038	\$120,813	\$124,588	\$128,363	\$132,138	\$135,913	\$139,688	\$142,241	\$142,241
17	\$130,080	\$134,417	\$138,753	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241
18	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241	\$142,241

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Table L8: PITTSBURGH, PA MSA**2003 Pay Rates of the Judiciary Salary Plan with 10.52% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,815	\$17,376	\$17,935	\$18,491	\$19,051	\$19,381	\$19,931	\$20,488	\$20,511	\$21,033
2	\$18,906	\$19,354	\$19,981	\$20,511	\$20,741	\$21,351	\$21,961	\$22,571	\$23,182	\$23,792
3	\$20,627	\$21,315	\$22,002	\$22,690	\$23,377	\$24,065	\$24,752	\$25,439	\$26,127	\$26,814
4	\$23,156	\$23,928	\$24,699	\$25,470	\$26,242	\$27,013	\$27,785	\$28,556	\$29,328	\$30,099
5	\$25,908	\$26,771	\$27,634	\$28,498	\$29,361	\$30,224	\$31,087	\$31,950	\$32,813	\$33,677
6	\$28,879	\$29,842	\$30,804	\$31,767	\$32,729	\$33,692	\$34,655	\$35,617	\$36,580	\$37,543
7	\$32,092	\$33,162	\$34,231	\$35,301	\$36,371	\$37,441	\$38,511	\$39,581	\$40,650	\$41,720
8	\$35,541	\$36,726	\$37,911	\$39,095	\$40,280	\$41,465	\$42,650	\$43,834	\$45,019	\$46,204
9	\$39,256	\$40,564	\$41,873	\$43,181	\$44,490	\$45,798	\$47,107	\$48,415	\$49,724	\$51,033
10	\$43,230	\$44,671	\$46,112	\$47,553	\$48,995	\$50,436	\$51,877	\$53,318	\$54,759	\$56,201
11	\$47,497	\$49,081	\$50,665	\$52,248	\$53,832	\$55,416	\$57,000	\$58,583	\$60,167	\$61,751
12	\$56,927	\$58,824	\$60,722	\$62,620	\$64,517	\$66,415	\$68,312	\$70,210	\$72,108	\$74,005
13	\$67,695	\$69,951	\$72,208	\$74,465	\$76,722	\$78,979	\$81,236	\$83,492	\$85,749	\$88,006
14	\$79,995	\$82,662	\$85,329	\$87,996	\$90,663	\$93,330	\$95,997	\$98,663	\$101,330	\$103,997
15	\$94,097	\$97,233	\$100,370	\$103,506	\$106,643	\$109,780	\$112,916	\$116,053	\$119,189	\$122,326
16	\$110,358	\$114,036	\$117,714	\$121,392	\$125,070	\$128,748	\$132,426	\$136,104	\$138,592	\$138,592
17	\$126,743	\$130,968	\$135,194	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592
18	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592	\$138,592

Table L4: PORTLAND-SALEM, OR-WA CMSA

2003 Pay Rates of the Judiciary Salary Plan with 12.97% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,187	\$17,761	\$18,333	\$18,901	\$19,474	\$19,810	\$20,373	\$20,942	\$20,966	\$21,499
2	\$19,325	\$19,783	\$20,424	\$20,966	\$21,201	\$21,825	\$22,448	\$23,072	\$23,695	\$24,319
3	\$21,085	\$21,787	\$22,490	\$23,193	\$23,895	\$24,598	\$25,301	\$26,003	\$26,706	\$27,409
4	\$23,669	\$24,458	\$25,247	\$26,035	\$26,824	\$27,612	\$28,401	\$29,189	\$29,978	\$30,766
5	\$26,482	\$27,365	\$28,247	\$29,129	\$30,012	\$30,894	\$31,776	\$32,658	\$33,541	\$34,423
6	\$29,519	\$30,503	\$31,487	\$32,471	\$33,455	\$34,439	\$35,423	\$36,407	\$37,391	\$38,375
7	\$32,803	\$33,897	\$34,990	\$36,084	\$37,177	\$38,271	\$39,364	\$40,458	\$41,551	\$42,645
8	\$36,329	\$37,540	\$38,751	\$39,962	\$41,173	\$42,384	\$43,595	\$44,806	\$46,017	\$47,228
9	\$40,126	\$41,463	\$42,801	\$44,139	\$45,476	\$46,814	\$48,151	\$49,489	\$50,826	\$52,164
10	\$44,188	\$45,661	\$47,134	\$48,608	\$50,081	\$51,554	\$53,027	\$54,500	\$55,973	\$57,446
11	\$48,550	\$50,169	\$51,788	\$53,407	\$55,025	\$56,644	\$58,263	\$59,882	\$61,501	\$63,120
12	\$58,189	\$60,128	\$62,068	\$64,008	\$65,947	\$67,887	\$69,827	\$71,766	\$73,706	\$75,646
13	\$69,195	\$71,502	\$73,809	\$76,116	\$78,423	\$80,729	\$83,036	\$85,343	\$87,650	\$89,957
14	\$81,769	\$84,495	\$87,221	\$89,947	\$92,673	\$95,399	\$98,125	\$100,851	\$103,577	\$106,303
15	\$96,183	\$99,389	\$102,595	\$105,801	\$109,007	\$112,213	\$115,419	\$118,625	\$121,831	\$125,037
16	\$112,804	\$116,564	\$120,323	\$124,083	\$127,843	\$131,602	\$135,362	\$139,121	\$141,664	\$141,664
17	\$129,553	\$133,872	\$138,191	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664
18	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664	\$141,664

Table L5: RICHMOND-PETERSBURG, VA MSA**2003 Pay Rates of the Judiciary Salary Plan with 10.75% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,850	\$17,412	\$17,973	\$18,530	\$19,091	\$19,421	\$19,973	\$20,531	\$20,554	\$21,077
2	\$18,945	\$19,395	\$20,022	\$20,554	\$20,784	\$21,396	\$22,007	\$22,618	\$23,230	\$23,841
3	\$20,670	\$21,359	\$22,048	\$22,737	\$23,426	\$24,115	\$24,804	\$25,492	\$26,181	\$26,870
4	\$23,204	\$23,977	\$24,750	\$25,523	\$26,296	\$27,070	\$27,843	\$28,616	\$29,389	\$30,162
5	\$25,962	\$26,827	\$27,692	\$28,557	\$29,422	\$30,287	\$31,152	\$32,017	\$32,882	\$33,747
6	\$28,939	\$29,904	\$30,868	\$31,833	\$32,798	\$33,762	\$34,727	\$35,691	\$36,656	\$37,621
7	\$32,158	\$33,231	\$34,303	\$35,375	\$36,447	\$37,519	\$38,591	\$39,663	\$40,735	\$41,807
8	\$35,615	\$36,802	\$37,989	\$39,177	\$40,364	\$41,551	\$42,738	\$43,926	\$45,113	\$46,300
9	\$39,337	\$40,649	\$41,960	\$43,271	\$44,582	\$45,894	\$47,205	\$48,516	\$49,828	\$51,139
10	\$43,320	\$44,764	\$46,208	\$47,652	\$49,097	\$50,541	\$51,985	\$53,429	\$54,873	\$56,317
11	\$47,596	\$49,183	\$50,770	\$52,357	\$53,944	\$55,531	\$57,118	\$58,705	\$60,292	\$61,879
12	\$57,045	\$58,947	\$60,848	\$62,750	\$64,651	\$66,553	\$68,455	\$70,356	\$72,258	\$74,159
13	\$67,835	\$70,097	\$72,359	\$74,620	\$76,882	\$79,143	\$81,405	\$83,666	\$85,928	\$88,189
14	\$80,162	\$82,834	\$85,507	\$88,179	\$90,852	\$93,524	\$96,196	\$98,869	\$101,541	\$104,214
15	\$94,293	\$97,436	\$100,579	\$103,722	\$106,865	\$110,008	\$113,151	\$116,294	\$119,437	\$122,580
16	\$110,587	\$114,273	\$117,959	\$121,644	\$125,330	\$129,016	\$132,702	\$136,388	\$138,881	\$138,881
17	\$127,007	\$131,241	\$135,475	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881
18	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881	\$138,881

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Table 70: SACRAMENTO-YOLO, CA CMSA

2003 Pay Rates of the Judiciary Salary Plan with 13.29% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,236	\$17,811	\$18,385	\$18,955	\$19,529	\$19,867	\$20,431	\$21,002	\$21,025	\$21,560
2	\$19,379	\$19,839	\$20,482	\$21,025	\$21,261	\$21,886	\$22,512	\$23,137	\$23,763	\$24,388
3	\$21,144	\$21,849	\$22,554	\$23,258	\$23,963	\$24,668	\$25,372	\$26,077	\$26,782	\$27,486
4	\$23,737	\$24,527	\$25,318	\$26,109	\$26,900	\$27,690	\$28,481	\$29,272	\$30,063	\$30,853
5	\$26,557	\$27,442	\$28,327	\$29,212	\$30,097	\$30,981	\$31,866	\$32,751	\$33,636	\$34,521
6	\$29,603	\$30,589	\$31,576	\$32,563	\$33,550	\$34,536	\$35,523	\$36,510	\$37,497	\$38,483
7	\$32,896	\$33,993	\$35,089	\$36,186	\$37,283	\$38,379	\$39,476	\$40,573	\$41,669	\$42,766
8	\$36,432	\$37,646	\$38,861	\$40,075	\$41,290	\$42,504	\$43,719	\$44,933	\$46,148	\$47,362
9	\$40,239	\$41,581	\$42,922	\$44,264	\$45,605	\$46,946	\$48,288	\$49,629	\$50,970	\$52,312
10	\$44,313	\$45,791	\$47,268	\$48,745	\$50,223	\$51,700	\$53,177	\$54,654	\$56,132	\$57,609
11	\$48,688	\$50,311	\$51,934	\$53,558	\$55,181	\$56,805	\$58,428	\$60,052	\$61,675	\$63,299
12	\$58,353	\$60,299	\$62,244	\$64,189	\$66,134	\$68,079	\$70,025	\$71,970	\$73,915	\$75,860
13	\$69,391	\$71,705	\$74,018	\$76,331	\$78,645	\$80,958	\$83,272	\$85,585	\$87,898	\$90,212
14	\$82,000	\$84,734	\$87,468	\$90,201	\$92,935	\$95,669	\$98,403	\$101,136	\$103,870	\$106,604
15	\$96,455	\$99,670	\$102,885	\$106,101	\$109,316	\$112,531	\$115,746	\$118,961	\$122,176	\$125,392
16	\$113,123	\$116,894	\$120,664	\$124,434	\$128,205	\$131,975	\$135,745	\$139,516	\$142,066	\$142,066
17	\$129,920	\$134,251	\$138,582	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066
18	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066	\$142,066

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Table 71: ST. LOUIS, MO-IL MSA**2003 Pay Rates of the Judiciary Salary Plan with 9.99% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$16,734	\$17,293	\$17,849	\$18,402	\$18,960	\$19,288	\$19,836	\$20,390	\$20,413	\$20,932
2	\$18,815	\$19,261	\$19,885	\$20,413	\$20,642	\$21,249	\$21,856	\$22,463	\$23,070	\$23,678
3	\$20,529	\$21,213	\$21,897	\$22,581	\$23,265	\$23,949	\$24,633	\$25,317	\$26,002	\$26,686
4	\$23,045	\$23,813	\$24,581	\$25,348	\$26,116	\$26,884	\$27,651	\$28,419	\$29,187	\$29,955
5	\$25,784	\$26,643	\$27,502	\$28,361	\$29,220	\$30,079	\$30,938	\$31,797	\$32,656	\$33,515
6	\$28,740	\$29,698	\$30,656	\$31,614	\$32,572	\$33,530	\$34,488	\$35,446	\$36,404	\$37,363
7	\$31,938	\$33,002	\$34,067	\$35,132	\$36,197	\$37,261	\$38,326	\$39,391	\$40,455	\$41,520
8	\$35,371	\$36,550	\$37,729	\$38,908	\$40,087	\$41,266	\$42,445	\$43,624	\$44,803	\$45,982
9	\$39,067	\$40,370	\$41,672	\$42,974	\$44,276	\$45,579	\$46,881	\$48,183	\$49,486	\$50,788
10	\$43,023	\$44,457	\$45,891	\$47,325	\$48,760	\$50,194	\$51,628	\$53,062	\$54,497	\$55,931
11	\$47,269	\$48,845	\$50,422	\$51,998	\$53,574	\$55,150	\$56,726	\$58,302	\$59,879	\$61,455
12	\$56,654	\$58,542	\$60,431	\$62,319	\$64,208	\$66,096	\$67,985	\$69,873	\$71,762	\$73,650
13	\$67,370	\$69,616	\$71,862	\$74,108	\$76,354	\$78,600	\$80,846	\$83,092	\$85,338	\$87,584
14	\$79,612	\$82,266	\$84,920	\$87,574	\$90,228	\$92,882	\$95,536	\$98,190	\$100,844	\$103,498
15	\$93,645	\$96,767	\$99,889	\$103,010	\$106,132	\$109,253	\$112,375	\$115,496	\$118,618	\$121,739
16	\$109,828	\$113,489	\$117,149	\$120,810	\$124,470	\$128,131	\$131,791	\$135,452	\$137,927	\$137,927
17	\$126,135	\$130,340	\$134,545	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927
18	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927	\$137,927

Table 74: SAN DIEGO, CA MSA

2003 Pay Rates of the Judiciary Salary Plan with 14.07% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,355	\$17,934	\$18,511	\$19,085	\$19,663	\$20,003	\$20,571	\$21,146	\$21,170	\$21,709
2	\$19,513	\$19,976	\$20,623	\$21,170	\$21,408	\$22,037	\$22,667	\$23,297	\$23,926	\$24,556
3	\$21,290	\$22,000	\$22,709	\$23,419	\$24,128	\$24,838	\$25,547	\$26,257	\$26,966	\$27,676
4	\$23,900	\$24,696	\$25,492	\$26,289	\$27,085	\$27,881	\$28,677	\$29,473	\$30,270	\$31,066
5	\$26,740	\$27,631	\$28,522	\$29,413	\$30,304	\$31,195	\$32,086	\$32,976	\$33,867	\$34,758
6	\$29,806	\$30,800	\$31,794	\$32,787	\$33,781	\$34,774	\$35,768	\$36,761	\$37,755	\$38,748
7	\$33,123	\$34,227	\$35,331	\$36,435	\$37,539	\$38,643	\$39,748	\$40,852	\$41,956	\$43,060
8	\$36,683	\$37,905	\$39,128	\$40,351	\$41,574	\$42,797	\$44,020	\$45,242	\$46,465	\$47,688
9	\$40,517	\$41,867	\$43,218	\$44,568	\$45,919	\$47,269	\$48,620	\$49,971	\$51,321	\$52,672
10	\$44,618	\$46,106	\$47,593	\$49,081	\$50,568	\$52,056	\$53,543	\$55,031	\$56,518	\$58,006
11	\$49,023	\$50,657	\$52,292	\$53,927	\$55,561	\$57,196	\$58,830	\$60,465	\$62,100	\$63,734
12	\$58,755	\$60,714	\$62,672	\$64,631	\$66,590	\$68,548	\$70,507	\$72,465	\$74,424	\$76,382
13	\$69,869	\$72,198	\$74,528	\$76,857	\$79,186	\$81,516	\$83,845	\$86,174	\$88,503	\$90,833
14	\$82,565	\$85,318	\$88,070	\$90,823	\$93,575	\$96,328	\$99,080	\$101,833	\$104,585	\$107,338
15	\$97,119	\$100,357	\$103,594	\$106,831	\$110,068	\$113,306	\$116,543	\$119,780	\$123,018	\$126,255
16	\$113,902	\$117,699	\$121,495	\$125,291	\$129,087	\$132,884	\$136,680	\$140,476	\$142,500	\$142,500
17	\$130,814	\$135,175	\$139,536	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 75: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

**2003 Pay Rates of the Judiciary Salary Plan with 21.08% Locality Pay Differential
Includes Monterey County, CA.**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$18,421	\$19,036	\$19,649	\$20,258	\$20,872	\$21,233	\$21,836	\$22,446	\$22,471	\$23,043
2	\$20,712	\$21,204	\$21,890	\$22,471	\$22,723	\$23,391	\$24,060	\$24,728	\$25,397	\$26,065
3	\$22,598	\$23,351	\$24,105	\$24,858	\$25,611	\$26,364	\$27,117	\$27,870	\$28,623	\$29,376
4	\$25,369	\$26,214	\$27,059	\$27,904	\$28,749	\$29,594	\$30,440	\$31,285	\$32,130	\$32,975
5	\$28,384	\$29,329	\$30,275	\$31,220	\$32,166	\$33,112	\$34,057	\$35,003	\$35,949	\$36,894
6	\$31,638	\$32,693	\$33,747	\$34,802	\$35,857	\$36,911	\$37,966	\$39,020	\$40,075	\$41,130
7	\$35,158	\$36,330	\$37,502	\$38,674	\$39,846	\$41,018	\$42,190	\$43,362	\$44,534	\$45,706
8	\$38,937	\$40,235	\$41,533	\$42,831	\$44,129	\$45,427	\$46,725	\$48,023	\$49,321	\$50,619
9	\$43,006	\$44,440	\$45,874	\$47,307	\$48,741	\$50,174	\$51,608	\$53,042	\$54,475	\$55,909
10	\$47,360	\$48,939	\$50,518	\$52,097	\$53,676	\$55,255	\$56,834	\$58,413	\$59,992	\$61,570
11	\$52,035	\$53,770	\$55,505	\$57,241	\$58,976	\$60,711	\$62,446	\$64,181	\$65,916	\$67,651
12	\$62,366	\$64,445	\$66,524	\$68,603	\$70,682	\$72,761	\$74,840	\$76,918	\$78,997	\$81,076
13	\$74,163	\$76,635	\$79,108	\$81,580	\$84,053	\$86,525	\$88,997	\$91,470	\$93,942	\$96,415
14	\$87,639	\$90,561	\$93,482	\$96,404	\$99,326	\$102,247	\$105,169	\$108,091	\$111,012	\$113,934
15	\$103,088	\$106,524	\$109,960	\$113,396	\$116,833	\$120,269	\$123,705	\$127,141	\$130,578	\$134,000
16	\$120,902	\$124,932	\$128,961	\$132,991	\$137,020	\$141,050	\$142,500	\$142,500	\$142,500	\$142,500
17	\$138,853	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table 76: SEATTLE-TACOMA-BREMERTON, WA CMSA**2003 Pay Rates of the Judiciary Salary Plan with 13.11% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,209	\$17,783	\$18,355	\$18,924	\$19,498	\$19,835	\$20,398	\$20,968	\$20,992	\$21,526
2	\$19,349	\$19,808	\$20,449	\$20,992	\$21,227	\$21,852	\$22,476	\$23,100	\$23,725	\$24,349
3	\$21,111	\$21,814	\$22,518	\$23,221	\$23,925	\$24,629	\$25,332	\$26,036	\$26,739	\$27,443
4	\$23,699	\$24,488	\$25,278	\$26,067	\$26,857	\$27,646	\$28,436	\$29,225	\$30,015	\$30,804
5	\$26,515	\$27,399	\$28,282	\$29,165	\$30,049	\$30,932	\$31,816	\$32,699	\$33,582	\$34,466
6	\$29,556	\$30,541	\$31,526	\$32,511	\$33,496	\$34,482	\$35,467	\$36,452	\$37,437	\$38,422
7	\$32,844	\$33,939	\$35,034	\$36,128	\$37,223	\$38,318	\$39,413	\$40,508	\$41,603	\$42,698
8	\$36,374	\$37,586	\$38,799	\$40,012	\$41,224	\$42,437	\$43,649	\$44,862	\$46,074	\$47,287
9	\$40,176	\$41,515	\$42,854	\$44,193	\$45,532	\$46,872	\$48,211	\$49,550	\$50,889	\$52,229
10	\$44,243	\$45,718	\$47,193	\$48,668	\$50,143	\$51,618	\$53,093	\$54,568	\$56,043	\$57,518
11	\$48,610	\$50,231	\$51,852	\$53,473	\$55,094	\$56,714	\$58,335	\$59,956	\$61,577	\$63,198
12	\$58,261	\$60,203	\$62,145	\$64,087	\$66,029	\$67,971	\$69,913	\$71,855	\$73,797	\$75,740
13	\$69,281	\$71,591	\$73,900	\$76,210	\$78,520	\$80,830	\$83,139	\$85,449	\$87,759	\$90,068
14	\$81,870	\$84,599	\$87,329	\$90,058	\$92,788	\$95,517	\$98,246	\$100,976	\$103,705	\$106,434
15	\$96,302	\$99,512	\$102,722	\$105,932	\$109,142	\$112,352	\$115,562	\$118,772	\$121,982	\$125,192
16	\$112,944	\$116,708	\$120,472	\$124,237	\$128,001	\$131,765	\$135,530	\$139,294	\$141,840	\$141,840
17	\$129,713	\$134,038	\$138,362	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840
18	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840	\$141,840

Table 77: WASHINGTON-BALTIMORE, DC-MD-VA-WV CMSA**2003 Pay Rates of the Judiciary Salary Plan with 12.74% Locality Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,152	\$17,725	\$18,295	\$18,863	\$19,434	\$19,770	\$20,332	\$20,900	\$20,923	\$21,456
2	\$19,285	\$19,743	\$20,382	\$20,923	\$21,158	\$21,780	\$22,403	\$23,025	\$23,647	\$24,270
3	\$21,042	\$21,743	\$22,444	\$23,146	\$23,847	\$24,548	\$25,249	\$25,950	\$26,652	\$27,353
4	\$23,621	\$24,408	\$25,195	\$25,982	\$26,769	\$27,556	\$28,343	\$29,130	\$29,917	\$30,704
5	\$26,429	\$27,309	\$28,190	\$29,070	\$29,951	\$30,831	\$31,712	\$32,592	\$33,473	\$34,353
6	\$29,459	\$30,441	\$31,423	\$32,405	\$33,387	\$34,369	\$35,351	\$36,333	\$37,315	\$38,297
7	\$32,736	\$33,828	\$34,919	\$36,010	\$37,102	\$38,193	\$39,284	\$40,376	\$41,467	\$42,558
8	\$36,255	\$37,464	\$38,672	\$39,881	\$41,089	\$42,298	\$43,506	\$44,715	\$45,924	\$47,132
9	\$40,044	\$41,379	\$42,714	\$44,049	\$45,383	\$46,718	\$48,053	\$49,388	\$50,723	\$52,058
10	\$44,098	\$45,568	\$47,039	\$48,509	\$49,979	\$51,449	\$52,919	\$54,389	\$55,859	\$57,329
11	\$48,451	\$50,067	\$51,682	\$53,298	\$54,913	\$56,529	\$58,145	\$59,760	\$61,376	\$62,991
12	\$58,070	\$60,006	\$61,942	\$63,877	\$65,813	\$67,749	\$69,685	\$71,620	\$73,556	\$75,492
13	\$69,054	\$71,357	\$73,659	\$75,961	\$78,263	\$80,565	\$82,867	\$85,169	\$87,472	\$89,774
14	\$81,602	\$84,323	\$87,043	\$89,764	\$92,484	\$95,204	\$97,925	\$100,645	\$103,366	\$106,086
15	\$95,987	\$99,186	\$102,386	\$105,586	\$108,785	\$111,985	\$115,184	\$118,384	\$121,583	\$124,783
16	\$112,574	\$116,326	\$120,078	\$123,830	\$127,582	\$131,334	\$135,086	\$138,838	\$141,376	\$141,376
17	\$129,289	\$133,599	\$137,909	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376
18	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376	\$141,376

**Table M1: LAW ENFORCEMENT DIFFERENTIAL FOR SAN FRANCISCO-OAKLAND-
SAN JOSE, CA CMSA (INCLUDING MONTEREY COUNTY, CA)**

**2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants with 21.08% Locality
Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
3	\$27,117	\$27,870	\$28,623	\$29,376	\$30,130	\$30,883	\$31,636	\$32,389	\$33,142	\$33,895
4	\$30,440	\$31,285	\$32,130	\$32,975	\$33,820	\$34,665	\$35,510	\$36,355	\$37,201	\$38,046
5	\$35,003	\$35,949	\$36,894	\$37,840	\$38,786	\$39,731	\$40,677	\$41,622	\$42,568	\$43,514
6	\$36,911	\$37,966	\$39,020	\$40,075	\$41,130	\$42,184	\$43,239	\$44,293	\$45,348	\$46,403
7	\$39,846	\$41,018	\$42,190	\$43,362	\$44,534	\$45,706	\$46,879	\$48,051	\$49,223	\$50,395
8	\$41,533	\$42,831	\$44,129	\$45,427	\$46,725	\$48,023	\$49,321	\$50,619	\$51,917	\$53,215
9	\$44,440	\$45,874	\$47,307	\$48,741	\$50,174	\$51,608	\$53,042	\$54,475	\$55,909	\$57,342
10	\$48,939	\$50,518	\$52,097	\$53,676	\$55,255	\$56,834	\$58,413	\$59,992	\$61,570	\$63,149
11	\$52,035	\$53,770	\$55,505	\$57,241	\$58,976	\$60,711	\$62,446	\$64,181	\$65,916	\$67,651
12	\$62,366	\$64,445	\$66,524	\$68,603	\$70,682	\$72,761	\$74,840	\$76,918	\$78,997	\$81,076
13	\$74,163	\$76,635	\$79,108	\$81,580	\$84,053	\$86,525	\$88,997	\$91,470	\$93,942	\$96,415
14	\$87,639	\$90,561	\$93,482	\$96,404	\$99,326	\$102,247	\$105,169	\$108,091	\$111,012	\$113,934
15	\$103,088	\$106,524	\$109,960	\$113,396	\$116,833	\$120,269	\$123,705	\$127,141	\$130,578	\$134,000
16	\$120,902	\$124,932	\$128,961	\$132,991	\$137,020	\$141,050	\$142,500	\$142,500	\$142,500	\$142,500
17	\$138,853	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

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Table M2: LAW ENFORCEMENT DIFFERENTIAL FOR LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA*

2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants with 17.71% Locality Pay Differential

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,908	\$18,506	\$19,102	\$19,694	\$20,291	\$20,642	\$21,228	\$21,821	\$21,846	\$22,401
2	\$20,135	\$20,613	\$21,281	\$21,846	\$22,091	\$22,740	\$23,390	\$24,040	\$24,690	\$25,339
3	\$26,362	\$27,094	\$27,827	\$28,559	\$29,291	\$30,023	\$30,755	\$31,487	\$32,220	\$32,952
4	\$29,592	\$30,414	\$31,236	\$32,057	\$32,879	\$33,700	\$34,522	\$35,344	\$36,165	\$36,987
5	\$34,029	\$34,948	\$35,867	\$36,787	\$37,706	\$38,625	\$39,545	\$40,464	\$41,383	\$42,303
6	\$35,884	\$36,909	\$37,934	\$38,960	\$39,985	\$41,010	\$42,035	\$43,061	\$44,086	\$45,111
7	\$38,737	\$39,877	\$41,016	\$42,155	\$43,295	\$44,434	\$45,574	\$46,713	\$47,853	\$48,992
8	\$40,377	\$41,639	\$42,901	\$44,162	\$45,424	\$46,686	\$47,948	\$49,210	\$50,472	\$51,734
9	\$43,203	\$44,597	\$45,990	\$47,384	\$48,778	\$50,172	\$51,565	\$52,959	\$54,353	\$55,746
10	\$47,577	\$49,112	\$50,647	\$52,182	\$53,717	\$55,252	\$56,787	\$58,322	\$59,857	\$61,392
11	\$50,587	\$52,274	\$53,961	\$55,647	\$57,334	\$59,021	\$60,708	\$62,395	\$64,081	\$65,768
12	\$60,630	\$62,651	\$64,672	\$66,693	\$68,714	\$70,735	\$72,757	\$74,778	\$76,799	\$78,820
13	\$72,099	\$74,502	\$76,906	\$79,309	\$81,713	\$84,117	\$86,520	\$88,924	\$91,328	\$93,731
14	\$85,200	\$88,040	\$90,880	\$93,721	\$96,561	\$99,401	\$102,242	\$105,082	\$107,922	\$110,763
15	\$100,218	\$103,559	\$106,900	\$110,240	\$113,581	\$116,921	\$120,262	\$123,603	\$126,943	\$130,284
16	\$117,537	\$121,454	\$125,372	\$129,289	\$133,207	\$137,124	\$141,041	\$142,500	\$142,500	\$142,500
17	\$134,989	\$139,489	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

* This table also applies to Santa Barbara County, CA.

**Table M3: LAW ENFORCEMENT DIFFERENTIAL FOR NEW YORK-NORTHERN
NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA CMSA**

**2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants with 16.83% Locality
Pay Differential**

Grade	1	2	3	4	5	6	7	8	9	10
1	\$17,775	\$18,368	\$18,959	\$19,547	\$20,139	\$20,487	\$21,069	\$21,658	\$21,682	\$22,234
2	\$19,985	\$20,459	\$21,122	\$21,682	\$21,925	\$22,570	\$23,215	\$23,860	\$24,505	\$25,150
3	\$26,165	\$26,892	\$27,619	\$28,345	\$29,072	\$29,799	\$30,525	\$31,252	\$31,979	\$32,705
4	\$29,371	\$30,187	\$31,002	\$31,817	\$32,633	\$33,448	\$34,264	\$35,079	\$35,895	\$36,710
5	\$33,774	\$34,687	\$35,599	\$36,512	\$37,424	\$38,337	\$39,249	\$40,161	\$41,074	\$41,986
6	\$35,616	\$36,633	\$37,651	\$38,668	\$39,686	\$40,704	\$41,721	\$42,739	\$43,756	\$44,774
7	\$38,448	\$39,578	\$40,709	\$41,840	\$42,971	\$44,102	\$45,233	\$46,364	\$47,495	\$48,626
8	\$40,075	\$41,327	\$42,580	\$43,832	\$45,085	\$46,337	\$47,590	\$48,842	\$50,094	\$51,347
9	\$42,880	\$44,263	\$45,647	\$47,030	\$48,413	\$49,796	\$51,180	\$52,563	\$53,946	\$55,330
10	\$47,222	\$48,745	\$50,268	\$51,792	\$53,315	\$54,839	\$56,362	\$57,886	\$59,409	\$60,933
11	\$50,209	\$51,883	\$53,557	\$55,231	\$56,906	\$58,580	\$60,254	\$61,928	\$63,602	\$65,276
12	\$60,177	\$62,183	\$64,189	\$66,195	\$68,201	\$70,207	\$72,213	\$74,219	\$76,225	\$78,231
13	\$71,560	\$73,945	\$76,331	\$78,717	\$81,102	\$83,488	\$85,874	\$88,259	\$90,645	\$93,031
14	\$84,563	\$87,382	\$90,201	\$93,020	\$95,839	\$98,658	\$101,477	\$104,296	\$107,116	\$109,935
15	\$99,469	\$102,785	\$106,100	\$109,416	\$112,732	\$116,047	\$119,363	\$122,679	\$125,994	\$129,310
16	\$116,658	\$120,546	\$124,434	\$128,323	\$132,211	\$136,099	\$139,987	\$142,500	\$142,500	\$142,500
17	\$133,979	\$138,446	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500
18	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500	\$142,500

Table A1: BASIC LAW ENFORCEMENT RATES

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants

Grade	1	2	3	4	5	6	7	8	9	10
3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994
4	\$25,140	\$25,838	\$26,536	\$27,234	\$27,932	\$28,630	\$29,328	\$30,026	\$30,724	\$31,422
5	\$28,909	\$29,690	\$30,471	\$31,252	\$32,033	\$32,814	\$33,595	\$34,376	\$35,157	\$35,938
6	\$30,485	\$31,356	\$32,227	\$33,098	\$33,969	\$34,840	\$35,711	\$36,582	\$37,453	\$38,324
7	\$32,909	\$33,877	\$34,845	\$35,813	\$36,781	\$37,749	\$38,717	\$39,685	\$40,653	\$41,621
8	\$34,302	\$35,374	\$36,446	\$37,518	\$38,590	\$39,662	\$40,734	\$41,806	\$42,878	\$43,950
9	\$36,703	\$37,887	\$39,071	\$40,255	\$41,439	\$42,623	\$43,807	\$44,991	\$46,175	\$47,359
10	\$40,419	\$41,723	\$43,027	\$44,331	\$45,635	\$46,939	\$48,243	\$49,547	\$50,851	\$52,155

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Land Commissioners' 2003 Maximum Rates of Pay

Locality Pay Area	Hourly	Daily
Atlanta	\$71.41	\$571.28
Boston	\$74.08	\$592.66
Chicago	\$74.82	\$598.59
Cincinnati	\$73.08	\$584.62
Cleveland	\$71.83	\$574.63
Columbus, OH	\$72.01	\$576.07
Dallas	\$72.21	\$577.72
Dayton	\$71.29	\$570.35
Denver	\$73.93	\$591.48
Detroit	\$74.90	\$599.21
Hartford	\$74.44	\$595.55
Houston	\$77.65	\$621.16
Huntsville	\$70.90	\$567.21
Indianapolis	\$70.75	\$566.02
Kansas City	\$71.03	\$568.24
Los Angeles	\$75.83	\$606.63
Santa Barbara County	\$75.83 *	\$606.63 *
Miami	\$73.32	\$586.53
Milwaukee	\$71.64	\$573.08
Minneapolis	\$72.69	\$581.53
New York	\$75.26	\$602.10
Orlando	\$70.64	\$565.09
Philadelphia	\$73.07	\$584.57
Pittsburgh	\$71.20	\$569.58
Portland, OR	\$72.78	\$582.20
Richmond	\$71.35	\$570.76
Sacramento	\$72.98	\$583.85
St. Louis	\$70.86	\$566.84
San Diego	\$73.48	\$587.87
San Francisco	\$78.00	\$624.00
Seattle	\$72.87	\$582.92
Washington, DC	\$72.63	\$581.02
Rest of United States	\$70.62	\$564.94
Basic Rate	\$64.42 **	\$515.36 **

* Santa Barbara County is a part of the Los Angeles pay area for locality pay purposes.

** Applies to Alaska, Hawaii, and U.S. Territories.

Jury Commissioners' 2003 Maximum Daily Rates of Pay

Locality Pay Area	Daily
Atlanta	\$153.77
Boston	\$159.53
Chicago	\$161.12
Cincinnati	\$157.36
Cleveland	\$154.67
Columbus, OH	\$155.06
Dallas	\$155.51
Dayton	\$153.52
Denver	\$159.21
Detroit	\$161.29
Hartford	\$160.30
Houston	\$167.20
Huntsville	\$152.68
Indianapolis	\$152.36
Kansas City	\$152.95
Los Angeles	\$163.29
Santa Barbara County	\$163.29 *
Miami	\$157.88
Milwaukee	\$154.26
Minneapolis	\$156.53
New York	\$162.07
Orlando	\$152.11
Philadelphia	\$157.35
Pittsburgh	\$153.31
Portland, OR	\$156.71
Richmond	\$153.63
Sacramento	\$157.16
St. Louis	\$152.58
San Diego	\$158.24
San Francisco	\$167.96
Seattle	\$156.91
Washington, DC	\$156.39
Rest of United States	\$152.06
Basic Rate	\$138.72 **

* Santa Barbara County is a part of the Los Angeles pay area for locality pay purposes.

** Applies to Alaska, Hawaii, and U.S. Territories.

2003 Court Reporters' Rates of Pay

Schedule	Locality Pay Area	Level 1	Level 2	Level 3	Level 4	Level 5
(03)	Atlanta	\$60,891	\$63,936	\$66,980	\$70,025	\$73,069
(04)	Boston	\$63,171	\$66,330	\$69,488	\$72,647	\$75,805
(05)	Chicago	\$63,802	\$66,993	\$70,182	\$73,373	\$76,563
(06)	Cincinnati	\$62,314	\$65,430	\$68,545	\$71,661	\$74,776
(07)	Cleveland	\$61,248	\$64,311	\$67,373	\$70,436	\$73,497
(23)	Columbus, OH	\$61,402	\$64,472	\$67,542	\$70,613	\$73,682
(08)	Dallas	\$61,578	\$64,657	\$67,735	\$70,815	\$73,893
(09)	Dayton	\$60,792	\$63,832	\$66,871	\$69,911	\$72,950
(10)	Denver	\$63,044	\$66,197	\$69,349	\$72,501	\$75,653
(11)	Detroit	\$63,868	\$67,062	\$70,255	\$73,449	\$76,642
(L9)	Hartford	\$63,478	\$66,653	\$69,826	\$73,000	\$76,174
(12)	Houston	\$66,208	\$69,519	\$72,829	\$76,140	\$79,450
(13)	Huntsville	\$60,457	\$63,480	\$66,503	\$69,526	\$72,548
(14)	Indianapolis	\$60,331	\$63,348	\$66,364	\$69,381	\$72,397
(15)	Kansas City	\$60,567	\$63,596	\$66,624	\$69,652	\$72,680
(22)	Los Angeles	\$64,659	\$67,893	\$71,125	\$74,359	\$77,591
	Santa Barbara County	\$64,659 *	\$67,893 *	\$71,125 *	\$74,359 *	\$77,591 *
(24)	Miami	\$62,517	\$65,643	\$68,769	\$71,895	\$75,020
(L6)	Milwaukee	\$61,083	\$64,138	\$67,191	\$70,246	\$73,300
(L7)	Minneapolis	\$61,984	\$65,084	\$68,182	\$71,282	\$74,381
(02)	New York	\$64,176	\$67,385	\$70,593	\$73,803	\$77,011
(L3)	Orlando	\$60,232	\$63,244	\$66,255	\$69,267	\$72,278
(17)	Philadelphia	\$62,308	\$65,424	\$68,539	\$71,655	\$74,770
(L8)	Pittsburgh	\$60,710	\$63,746	\$66,781	\$69,817	\$72,851
(25)	Portland, OR	\$62,056	\$65,159	\$68,261	\$71,364	\$74,466
(26)	Richmond	\$60,836	\$63,878	\$66,920	\$69,962	\$73,003
(18)	Sacramento	\$62,231	\$65,343	\$68,454	\$71,566	\$74,677
(28)	St. Louis	\$60,419	\$63,440	\$66,460	\$69,482	\$72,502
(19)	San Diego	\$62,660	\$65,793	\$68,926	\$72,059	\$75,192
(27)	San Francisco	\$66,510	\$69,837	\$73,161	\$76,487	\$79,812
(20)	Seattle	\$62,132	\$65,240	\$68,346	\$71,453	\$74,559
(21)	Washington, DC	\$61,929	\$65,026	\$68,122	\$71,219	\$74,315
(01)	Rest of United States	\$60,215	\$63,227	\$66,237	\$69,248	\$72,258
(00)	Basic Rate	\$54,931 **	\$57,678 **	\$60,424 **	\$63,171 **	\$65,917 **

* Santa Barbara County is a part of the Los Angeles pay area for locality pay purposes.

** Applies to Alaska, Hawaii, and U.S. Territories.

Level 1: starting salary

Level 2: starting salary plus 5%
requires either longevity or merit certification

Level 3: starting salary plus 10%
requires either realtime certification, or longevity and merit certification

Level 4: starting salary plus 15%
requires either realtime certification and longevity, or realtime and merit certification

Level 5: starting salary plus 20%
requires realtime certification, and longevity, and merit certification

longevity = ten years of service in the federal courts

merit certification = registered merit reporter certificate from the National Court Reporters Association (NCRA)

realtime certification = successful completion of a certified realtime examination by NCRA or equivalent exam

2003 SALARY RATES OF THE CHIEF SPECIAL MASTER AND SPECIAL MASTERS

Chief Special Master	\$142,500 *
Special Masters	\$141,376

MAXIMUM ANNUAL SALARIES FOR CIRCUIT EXECUTIVES

District of Columbia Circuit	\$142,500 *
First Circuit	\$142,500 *
Second Circuit	\$142,500 *
Third Circuit	\$142,500 *
Fourth Circuit	\$142,500 *
Fifth Circuit	\$142,500 *
Sixth Circuit	\$142,500 *
Seventh Circuit	\$142,500 *
Eighth Circuit	\$142,500 *
Ninth Circuit	\$142,500 *
Tenth Circuit	\$142,500 *
Eleventh Circuit	\$142,500 *

* The locality rate of pay that is payable is limited to the rate for level III of the Executive Schedule, which is \$142,500.

Table 00 - 2003 Basic Pay Rates of the Court Personnel System

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	14,920	18,738	23,229	25,726	28,415	31,291	34,360	41,188	48,987	57,885	68,100	79,885	Number of Steps for Annual Increase 4 4 4 2 2 2 2 2 2 1 1 1 1
	02	15,076	18,934	23,471	25,994	28,711	31,617	34,719	41,618	49,498	58,489	68,810	80,717	
	03	15,232	19,130	23,713	26,262	29,007	31,943	35,078	42,048	50,009	59,093	69,520	81,549	
	04	15,388	19,326	23,955	26,530	29,303	32,269	35,437	42,478	50,520	59,697	70,230	82,381	
	05	15,544	19,522	24,197	26,798	29,599	32,595	35,796	42,908	51,031	60,301	70,940	83,213	
	06	15,700	19,718	24,439	27,066	29,895	32,921	36,155	43,338	51,542	60,905	71,650	84,045	
	07	15,856	19,914	24,681	27,334	30,191	33,247	36,514	43,768	52,053	61,509	72,360	84,877	
	08	16,012	20,110	24,923	27,602	30,487	33,573	36,873	44,198	52,564	62,113	73,070	85,709	
	09	16,168	20,306	25,165	27,870	30,783	33,899	37,232	44,628	53,075	62,717	73,780	86,541	
	10	16,324	20,502	25,407	28,138	31,079	34,225	37,591	45,058	53,586	63,321	74,490	87,373	
	11	16,480	20,698	25,649	28,406	31,375	34,551	37,950	45,488	54,097	63,925	75,200	88,205	
	12	16,636	20,894	25,891	28,674	31,671	34,877	38,309	45,918	54,608	64,529	75,910	89,037	
	13	16,792	21,090	26,133	28,942	31,967	35,203	38,668	46,348	55,119	65,133	76,620	89,869	
	14	16,948	21,286	26,375	29,210	32,263	35,529	39,027	46,778	55,630	65,737	77,330	90,701	
	15	17,104	21,482	26,617	29,478	32,559	35,855	39,386	47,208	56,141	66,341	78,040	91,533	
	16	17,260	21,678	26,859	29,746	32,855	36,181	39,745	47,638	56,652	66,945	78,750	92,365	
	17	17,416	21,874	27,101	30,014	33,151	36,507	40,104	48,068	57,163	67,549	79,460	93,197	
	18	17,572	22,070	27,343	30,282	33,447	36,833	40,463	48,498	57,674	68,153	80,170	94,029	
	19	17,728	22,266	27,585	30,550	33,743	37,159	40,822	48,928	58,185	68,757	80,880	94,861	
	20	17,884	22,462	27,827	30,818	34,039	37,485	41,181	49,358	58,696	69,361	81,590	95,693	
FULL PERFORMANCE RANGE	21	18,040	22,658	28,069	31,086	34,335	37,811	41,540	49,788	59,207	69,965	82,300	96,525	4
	22	18,196	22,854	28,311	31,354	34,631	38,137	41,899	50,218	59,718	70,569	83,010	97,357	
	23	18,352	23,050	28,553	31,622	34,927	38,463	42,258	50,648	60,229	71,173	83,720	98,189	
	24	18,508	23,246	28,795	31,890	35,223	38,789	42,617	51,078	60,740	71,777	84,430	99,021	
	25	18,664	23,442	29,037	32,158	35,519	39,115	42,976	51,508	61,251	72,381	85,140	99,853	
	26	18,820	23,638	29,279	32,426	35,815	39,441	43,335	51,938	61,762	72,985	85,850	100,685	
	27	18,976	23,834	29,521	32,694	36,111	39,767	43,694	52,368	62,273	73,589	86,560	101,517	
	28	19,132	24,030	29,763	32,962	36,407	40,093	44,053	52,798	62,784	74,193	87,270	102,349	
	29	19,288	24,226	30,005	33,230	36,703	40,419	44,412	53,228	63,295	74,797	87,980	103,181	
	30	19,444	24,422	30,247	33,498	36,999	40,745	44,771	53,658	63,806	75,401	88,690	104,013	
	31	19,600	24,618	30,489	33,766	37,295	41,071	45,130	54,088	64,317	76,005	89,400	104,845	
	32	19,756	24,814	30,731	34,034	37,591	41,397	45,489	54,518	64,828	76,609	90,110	105,677	
	33	19,912	25,010	30,973	34,302	37,887	41,723	45,848	54,948	65,339	77,213	90,820	106,509	
	34	20,068	25,206	31,215	34,570	38,183	42,049	46,207	55,378	65,850	77,817	91,530	107,341	
	35	20,224	25,402	31,457	34,838	38,479	42,375	46,566	55,808	66,361	78,421	92,240	108,173	
	36	20,380	25,598	31,699	35,106	38,775	42,701	46,925	56,238	66,872	79,025	92,950	109,005	
	37	20,536	25,794	31,941	35,374	39,071	43,027	47,284	56,668	67,383	79,629	93,660	109,837	
	38	20,692	25,990	32,183	35,642	39,367	43,353	47,643	57,098	67,894	80,233	94,370	110,669	
	39	20,848	26,186	32,425	35,910	39,663	43,679	48,002	57,528	68,405	80,837	95,080	111,501	
	40	21,004	26,382	32,667	36,178	39,959	44,005	48,361	57,958	68,916	81,441	95,790	112,333	
	41	21,160	26,578	32,909	36,446	40,255	44,331	48,720	58,388	69,427	82,045	96,500	113,165	
	42	21,316	26,774	33,151	36,714	40,551	44,657	49,079	58,818	69,938	82,649	97,210	113,997	
	43	21,472	26,970	33,393	36,982	40,847	44,983	49,438	59,248	70,449	83,253	97,920	114,829	
	44	21,628	27,166	33,635	37,250	41,143	45,309	49,797	59,678	70,960	83,857	98,630	115,661	
	45	21,784	27,362	33,877	37,518	41,439	45,635	50,156	60,108	71,471	84,461	99,340	116,493	
	46	21,940	27,558	34,119	37,786	41,735	45,961	50,515	60,538	71,982	85,065	100,050	117,325	
	47	22,096	27,754	34,361	38,054	42,031	46,287	50,874	60,968	72,493	85,669	100,760	118,157	
	48	22,252	27,950	34,603	38,322	42,327	46,613	51,233	61,398	73,004	86,273	101,470	118,989	
	49	22,408	28,146	34,845	38,590	42,623	46,939	51,592	61,828	73,515	86,877	102,180	119,821	
	50	22,564	28,342	35,087	38,858	42,919	47,265	51,951	62,258	74,026	87,481	102,890	120,653	
	51	22,720	28,538	35,329	39,126	43,215	47,591	52,310	62,688	74,537	88,085	103,600	121,485	
	52	22,876	28,734	35,571	39,394	43,511	47,917	52,669	63,118	75,048	88,689	104,310	122,317	
	53	23,032	28,930	35,813	39,662	43,807	48,243	53,028	63,548	75,559	89,293	105,020	123,149	
	54	23,188	29,126	36,055	39,930	44,103	48,569	53,387	63,978	76,070	89,897	105,730	123,981	
	55	23,344	29,322	36,297	40,198	44,399	48,895	53,746	64,408	76,581	90,501	106,440	124,813	
	56	23,500	29,518	36,539	40,466	44,695	49,221	54,105	64,838	77,092	91,105	107,150	125,400 *	
	57	23,656	29,714	36,781	40,734	44,991	49,547	54,464	65,268	77,603	91,709	107,860	125,400 *	
	58	23,812	29,910	37,023	41,002	45,287	49,873	54,823	65,698	78,114	92,313	108,570	125,400 *	
	59	23,968	30,106	37,265	41,270	45,583	50,199	55,182	66,128	78,625	92,917	109,280	125,400 *	
	60	24,124	30,302	37,507	41,538	45,879	50,525	55,541	66,558	79,136	93,521	109,990	125,400 *	
	61	24,280	30,498	37,749	41,806	46,175	50,851	55,900	66,988	79,647	94,125	110,700	125,400 *	
Step Value		156	196	242	268	296	326	359	430	511	604	710	832	

Step 25 for each Classification Level in this table is linked to the General Schedule as follows:

CL 21, step 25 = GS-3, Step 1
CL 22, step 25 = GS-5, Step 1
CL 23, step 25 = GS-7, Step 1
CL 24, step 25 = GS-8, Step 1

CL 25, step 25 = GS-9, Step 1
CL 26, step 25 = GS-10, Step 1
CL 27, step 25 = GS-11, Step 1
CL 28, step 25 = GS-12, Step 1

CL 29, step 25 = GS-13, Step 1
CL 30, step 25 = GS-14, Step 1
CL 31, step 25 = GS-15, Step 1

* The rate of pay payable at these steps is limited to the rate for level V of the Executive Schedule, which is \$125,400.

Table 01: REST OF THE UNITED STATES

2003 Pay Rates of the Court Personnel System with 9.62% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,355	20,541	25,464	28,201	31,149	34,301	37,665	45,150	53,700	63,454	74,651	87,570	Number of Steps for Annual Increase
	02	16,526	20,755	25,729	28,495	31,473	34,659	38,059	45,622	54,260	64,116	75,430	88,482	
	03	16,697	20,970	25,994	28,788	31,797	35,016	38,453	46,093	54,820	64,778	76,208	89,394	
	04	16,868	21,185	26,259	29,082	32,122	35,373	38,846	46,564	55,380	65,440	76,986	90,306	
	05	17,039	21,400	26,525	29,376	32,446	35,731	39,240	47,036	55,940	66,102	77,764	91,218	
	06	17,210	21,615	26,790	29,670	32,771	36,088	39,633	47,507	56,500	66,764	78,543	92,130	
	07	17,381	21,830	27,055	29,964	33,095	36,445	40,027	47,978	57,060	67,426	79,321	93,042	
	08	17,552	22,045	27,321	30,257	33,420	36,803	40,420	48,450	57,621	68,088	80,099	93,954	
	09	17,723	22,259	27,586	30,551	33,744	37,160	40,814	48,921	58,181	68,750	80,878	94,866	
	10	17,894	22,474	27,851	30,845	34,069	37,517	41,207	49,393	58,741	69,412	81,656	95,778	
	11	18,065	22,689	28,116	31,139	34,393	37,875	41,601	49,864	59,301	70,075	82,434	96,690	
	12	18,236	22,904	28,382	31,432	34,718	38,232	41,994	50,335	59,861	70,737	83,213	97,602	
	13	18,407	23,119	28,647	31,726	35,042	38,590	42,388	50,807	60,421	71,399	83,991	98,514	
	14	18,578	23,334	28,912	32,020	35,367	38,947	42,781	51,278	60,982	72,061	84,769	99,426	
	15	18,749	23,549	29,178	32,314	35,691	39,304	43,175	51,749	61,542	72,723	85,547	100,338	
	16	18,920	23,763	29,443	32,608	36,016	39,662	43,568	52,221	62,102	73,385	86,326	101,251	
	17	19,091	23,978	29,708	32,901	36,340	40,019	43,962	52,692	62,662	74,047	87,104	102,163	
	18	19,262	24,193	29,973	33,195	36,665	40,376	44,356	53,164	63,222	74,709	87,882	103,075	
	19	19,433	24,408	30,239	33,489	36,989	40,734	44,749	53,635	63,782	75,371	88,661	103,987	
	20	19,604	24,623	30,504	33,783	37,314	41,091	45,143	54,106	64,343	76,034	89,439	104,899	
FULL PERFORMANCE RANGE	21	19,775	24,838	30,769	34,076	37,638	41,448	45,536	54,578	64,903	76,696	90,217	105,811	4
	22	19,946	25,053	31,035	34,370	37,963	41,806	45,930	55,049	65,463	77,358	90,996	106,723	
	23	20,117	25,267	31,300	34,664	38,287	42,163	46,323	55,520	66,023	78,020	91,774	107,635	
	24	20,288	25,482	31,565	34,958	38,611	42,521	46,717	55,992	66,583	78,682	92,552	108,547	
	25	20,459	25,697	31,830	35,252	38,936	42,878	47,110	56,463	67,143	79,344	93,330	109,459	
	26	20,630	25,912	32,096	35,545	39,260	43,235	47,504	56,934	67,704	80,006	94,109	110,371	
	27	20,801	26,127	32,361	35,839	39,585	43,593	47,897	57,406	68,264	80,668	94,887	111,283	
	28	20,972	26,342	32,626	36,133	39,909	43,950	48,291	57,877	68,824	81,330	95,665	112,195	
	29	21,144	26,557	32,891	36,427	40,234	44,307	48,684	58,349	69,384	81,992	96,444	113,107	
	30	21,315	26,771	33,157	36,721	40,558	44,665	49,078	58,820	69,944	82,655	97,222	114,019	
	31	21,486	26,986	33,422	37,014	40,883	45,022	49,472	59,291	70,504	83,317	98,000	114,931	
	32	21,657	27,201	33,687	37,308	41,207	45,379	49,865	59,763	71,064	83,979	98,779	115,843	
	33	21,828	27,416	33,953	37,602	41,532	45,737	50,259	60,234	71,625	84,641	99,557	116,755	
	34	21,999	27,631	34,218	37,896	41,856	46,094	50,652	60,705	72,185	85,303	100,335	117,667	
	35	22,170	27,846	34,483	38,189	42,181	46,451	51,046	61,177	72,745	85,965	101,113	118,579	
	36	22,341	28,061	34,748	38,483	42,505	46,809	51,439	61,648	73,305	86,627	101,892	119,491	
	37	22,512	28,275	35,014	38,777	42,830	47,166	51,833	62,119	73,865	87,289	102,670	120,403	
	38	22,683	28,490	35,279	39,071	43,154	47,524	52,226	62,591	74,425	87,951	103,448	121,315	
	39	22,854	28,705	35,544	39,365	43,479	47,881	52,620	63,062	74,986	88,614	104,227	122,227	
	40	23,025	28,920	35,810	39,658	43,803	48,238	53,013	63,534	75,546	89,276	105,005	123,139	
PERFORMANCE RANGE	41	23,196	29,135	36,075	39,952	44,128	48,596	53,407	64,005	76,106	89,938	105,783	124,051	2
	42	23,367	29,350	36,340	40,246	44,452	48,953	53,800	64,476	76,666	90,600	106,562	124,964	
	43	23,538	29,565	36,605	40,540	44,776	49,310	54,194	64,948	77,226	91,262	107,340	125,876	
	44	23,709	29,779	36,871	40,833	45,101	49,668	54,587	65,419	77,786	91,924	108,118	126,788	
	45	23,880	29,994	37,136	41,127	45,425	50,025	54,981	65,890	78,347	92,586	108,897	127,700	
	46	24,051	30,209	37,401	41,421	45,750	50,382	55,375	66,362	78,907	93,248	109,675	128,612	
	47	24,222	30,424	37,667	41,715	46,074	50,740	55,768	66,833	79,467	93,910	110,453	129,524	
	48	24,393	30,639	37,932	42,009	46,399	51,097	56,162	67,304	80,027	94,572	111,231	130,436	
	49	24,564	30,854	38,197	42,302	46,723	51,455	56,555	67,776	80,587	95,235	112,010	131,348	
	50	24,735	31,069	38,462	42,596	47,048	51,812	56,949	68,247	81,147	95,897	112,788	132,260	
	51	24,906	31,283	38,728	42,890	47,372	52,169	57,342	68,719	81,707	96,559	113,566	133,172	
	52	25,077	31,498	38,993	43,184	47,697	52,527	57,736	69,190	82,268	97,221	114,345	134,084	
	53	25,248	31,713	39,258	43,477	48,021	52,884	58,129	69,661	82,828	97,883	115,123	134,996	
	54	25,419	31,928	39,523	43,771	48,346	53,241	58,523	70,133	83,388	98,545	115,901	135,908	
	55	25,590	32,143	39,789	44,065	48,670	53,599	58,916	70,604	83,948	99,207	116,680	136,820	
	56	25,761	32,358	40,054	44,359	48,995	53,956	59,310	71,075	84,508	99,869	117,458	137,732	
	57	25,932	32,572	40,319	44,653	49,319	54,313	59,703	71,547	85,068	100,531	118,236	138,644	
	58	26,103	32,787	40,585	44,946	49,644	54,671	60,097	72,018	85,629	101,194	119,014	139,556	
	59	26,274	33,002	40,850	45,240	49,968	55,028	60,491	72,490	86,189	101,856	119,793	140,468	
	60	26,445	33,217	41,115	45,534	50,293	55,386	60,884	72,961	86,749	102,518	120,571	141,380	
	61	26,616	33,432	41,380	45,828	50,617	55,743	61,278	73,432	87,309	103,180	121,349	142,292	

Table 02: WASHINGTON-BALTIMORE, DC-MD-VA-WV CMSA

2003 Typist Special Rates for
Employees at duty stations in the
following counties and cities:

	STEP	CLASSIFICATION LEVEL			
		CL 21	CL 22	CL 23	
DEVELOPMENTAL RANGE	01	18,652	21,125	26,188	Number of Steps for Annual Increase
	02	18,808	21,346	26,461	
	03	18,964	21,567	26,734	
	04	19,120	21,788	27,007	
	05	19,276	22,009	27,280	
	06	19,432	22,230	27,553	
	07	19,588	22,451	27,825	
	08	19,744	22,672	28,098	
	09	19,900	22,893	28,371	
	10	20,056	23,114	28,644	
	11	20,212	23,335	28,917	
	12	20,368	23,556	29,190	
	13	20,524	23,777	29,462	
	14	20,680	23,998	29,735	
	15	20,836	24,219	30,008	
	16	20,992	24,440	30,281	
	17	21,148	24,661	30,554	
	18	21,304	24,882	30,826	
	19	21,460	25,103	31,099	
	20	21,616	25,324	31,372	
FULL PERFORMANCE RANGE	21	21,772	25,545	31,645	4
	22	21,928	25,766	31,918	
	23	22,084	25,987	32,191	
	24	22,240	26,208	32,463	
	25	22,396	26,429	32,736	4
	26	22,552	26,649	33,009	
	27	22,708	26,870	33,282	
	28	22,864	27,091	33,555	
	29	23,020	27,312	33,828	4
	30	23,176	27,533	34,100	
	31	23,332	27,754	34,373	
	32	23,488	27,975	34,646	
	33	23,644	28,196	34,919	4
	34	23,800	28,417	35,192	
	35	23,956	28,638	35,465	
	36	24,112	28,859	35,737	
	37	24,268	29,080	36,010	2
	38	24,424	29,301	36,283	
	39	24,580	29,522	36,556	2
	40	24,736	29,743	36,829	
	41	24,892	29,964	37,102	2
	42	25,048	30,185	37,374	
	43	25,204	30,406	37,647	2
	44	25,360	30,627	37,920	
	45	25,516	30,848	38,193	2
	46	25,672	31,069	38,466	
	47	25,828	31,290	38,739	2
	48	25,984	31,511	39,011	
	49	26,140	31,732	39,284	2
	50	26,296	31,953	39,557	
	51	26,452	32,174	39,830	2
	52	26,608	32,395	40,103	
	53	26,764	32,616	40,376	2
	54	26,920	32,837	40,648	
	55	27,076	33,058	40,921	1
	56	27,232	33,279	41,194	
	57	27,388	33,500	41,467	1
	58	27,544	33,721	41,740	
	59	27,700	33,942	42,013	1
	60	27,856	34,162	42,285	
	61	28,012	34,383	42,558	

The District of Columbia

In Maryland:

Calvert
Charles
Frederick
Montgomery
Prince George's

In Virginia:

Arlington
Fairfax
Loudon
Prince William
Stafford
Alexandria
Dahlgren
Fairfax city
Falls Church
Manassas Park
Manassas
Vint Hill Farms

NOTE: These counties and cities are located in the District of Columbia and the Districts of Maryland and Virginia-Eastern.

**Table 03: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND,
NY-NJ-CT-PA CMSA**

**2003 Typist Special Rates for Duty Stations in NY-S and NY-E that are Within the
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA CMSA**

	STEP	CLASSIFICATION LEVEL				
		CL 21	CL 22	CL 23	CL 24	
DEVELOPMENTAL RANGE	01	19,896	22,643	27,138	30,056	Number of Steps for Annual Increase 4 4 4 2 2 2 2 2 2 2 2 2 2 2 1 1 1 1 1
	02	20,052	22,839	27,421	30,369	
	03	20,208	23,035	27,704	30,682	
	04	20,364	23,231	27,987	30,995	
	05	20,520	23,427	28,269	31,308	
	06	20,676	23,623	28,552	31,621	
	07	20,832	23,819	28,835	31,934	
	08	20,988	24,015	29,118	32,247	
	09	21,144	24,211	29,400	32,561	
	10	21,300	24,407	29,683	32,874	
	11	21,456	24,603	29,966	33,187	
	12	21,612	24,799	30,248	33,500	
	13	21,768	24,995	30,531	33,813	
	14	21,924	25,191	30,814	34,126	
	15	22,080	25,387	31,097	34,439	
	16	22,236	25,583	31,379	34,752	
	17	22,392	25,779	31,662	35,065	
	18	22,548	25,975	31,945	35,378	
	19	22,704	26,171	32,228	35,692	
	20	22,860	26,367	32,510	36,005	
FULL PERFORMANCE RANGE	21	23,016	26,563	32,793	36,318	
	22	23,172	26,759	33,076	36,631	
	23	23,328	26,955	33,358	36,944	
	24	23,484	27,158	33,641	37,257	
	25	23,640	27,387	33,924	37,570	
	26	23,796	27,616	34,207	37,883	
	27	23,952	27,845	34,489	38,196	
	28	24,108	28,074	34,772	38,510	
	29	24,264	28,303	35,055	38,823	
	30	24,420	28,532	35,338	39,136	
	31	24,576	28,761	35,620	39,449	
	32	24,732	28,990	35,903	39,762	
	33	24,888	29,219	36,186	40,075	
	34	25,044	29,448	36,468	40,388	
	35	25,200	29,677	36,751	40,701	
	36	25,356	29,906	37,034	41,014	
	37	25,512	30,135	37,317	41,327	
	38	25,668	30,364	37,599	41,641	
	39	25,824	30,593	37,882	41,954	
	40	25,980	30,822	38,165	42,267	
	41	26,136	31,051	38,448	42,580	
	42	26,292	31,280	38,730	42,893	
	43	26,448	31,509	39,013	43,206	
	44	26,604	31,738	39,296	43,519	
	45	26,760	31,967	39,578	43,832	
	46	26,916	32,196	39,861	44,145	
	47	27,072	32,425	40,144	44,458	
	48	27,228	32,654	40,427	44,772	
	49	27,384	32,883	40,709	45,085	
	50	27,540	33,112	40,992	45,398	
	51	27,696	33,341	41,275	45,711	
	52	27,852	33,570	41,558	46,024	
	53	28,008	33,799	41,840	46,337	
	54	28,164	34,028	42,123	46,650	
	55	28,320	34,257	42,406	46,963	
	56	28,476	34,486	42,689	47,276	
	57	28,632	34,715	42,971	47,590	
	58	28,788	34,944	43,254	47,903	
	59	28,944	35,173	43,537	48,216	
	60	29,100	35,402	43,819	48,529	
	61	29,256	35,631	44,102	48,842	

Table 04: BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT CMSA

2003 Typist and Legal Technician/
Clerk Special Pay Rates for
Employees at duty stations in the
following counties in Massachusetts:

Essex
Middlesex
Plymouth - Limited to the
towns of Pembroke and
Plymouth
Suffolk
Worcester - Limited to the
city of Worcester

	STEP	CLASSIFICATION LEVEL				
		CL 21	CL 22	CL 23	CL 24	
D E V E L O P M E N T A L R A N G E	01	19,274	21,549	26,713	29,585	Number of Steps for Annual Increase 4
	02	19,430	21,774	26,992	29,893	
	03	19,586	22,000	27,270	30,201	
	04	19,742	22,225	27,548	30,510	
	05	19,898	22,450	27,827	30,818	
	06	20,054	22,676	28,105	31,126	
	07	20,210	22,901	28,383	31,434	
	08	20,366	23,127	28,661	31,742	
	09	20,522	23,352	28,940	32,051	
	10	20,678	23,577	29,218	32,359	
	11	20,834	23,803	29,496	32,667	
	12	20,990	24,028	29,775	32,975	
	13	21,146	24,254	30,053	33,283	
	14	21,302	24,479	30,331	33,592	
	15	21,458	24,704	30,610	33,900	
	16	21,614	24,930	30,888	34,208	
	17	21,770	25,155	31,166	34,516	
	18	21,926	25,381	31,444	34,824	
	19	22,082	25,606	31,723	35,133	
	20	22,238	25,831	32,001	35,441	
F U L L P E R F O R M A N C E R A N G E	21	22,394	26,057	32,279	35,749	4
	22	22,550	26,282	32,558	36,057	
	23	22,706	26,508	32,836	36,365	
	24	22,862	26,733	33,114	36,674	
	25	23,018	26,958	33,393	36,982	
	26	23,174	27,184	33,671	37,290	
	27	23,330	27,409	33,949	37,598	
	28	23,486	27,635	34,227	37,906	
	29	23,642	27,860	34,506	38,215	
	30	23,798	28,085	34,784	38,523	
	31	23,954	28,311	35,062	38,831	
	32	24,110	28,536	35,341	39,139	
	33	24,266	28,762	35,619	39,447	
	34	24,422	28,987	35,897	39,756	
	35	24,578	29,212	36,176	40,064	
	36	24,734	29,438	36,454	40,372	
	37	24,890	29,663	36,732	40,680	
	38	25,046	29,889	37,010	40,988	
	39	25,202	30,114	37,289	41,297	
	40	25,358	30,339	37,567	41,605	
	41	25,514	30,565	37,845	41,913	
	42	25,670	30,790	38,124	42,221	
	43	25,826	31,016	38,402	42,529	
	44	25,982	31,241	38,680	42,838	
	45	26,138	31,466	38,959	43,146	
	46	26,294	31,692	39,237	43,454	
	47	26,450	31,917	39,515	43,762	
	48	26,606	32,143	39,793	44,070	
	49	26,762	32,368	40,072	44,379	
	50	26,918	32,593	40,350	44,687	
	51	27,074	32,819	40,628	44,995	
	52	27,230	33,044	40,907	45,303	
	53	27,386	33,270	41,185	45,611	
	54	27,542	33,495	41,463	45,920	
	55	27,698	33,720	41,742	46,228	
	56	27,854	33,946	42,020	46,536	
	57	28,010	34,171	42,298	46,844	
	58	28,166	34,397	42,576	47,152	
	59	28,322	34,622	42,855	47,461	
	60	28,478	34,847	43,133	47,769	
	61	28,634	35,073	43,411	48,077	

Table 06: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

2003 Typist Special Pay Rates for
Employees at duty stations in the
following counties and cities in
California:

Alameda
Contra Costa
Marin
Napa
San Francisco
San Mateo
Santa Clara
Solano
Skaggs Island

	STEP	CLASSIFICATION LEVEL			
		CL 21	CL 22	CL 23	
D E V E L O P M E N T A L R A N G E	01	19,896	22,688	28,126	Number of Steps for Annual Increase 4
	02	20,052	22,925	28,419	
	03	20,208	23,163	28,712	
	04	20,364	23,400	29,005	
	05	20,520	23,637	29,298	
	06	20,676	23,875	29,591	
	07	20,832	24,112	29,884	
	08	20,988	24,349	30,177	
	09	21,144	24,587	30,470	
	10	21,300	24,824	30,763	
	11	21,456	25,061	31,056	
	12	21,612	25,298	31,349	
	13	21,768	25,536	31,642	
	14	21,924	25,773	31,935	
	15	22,080	26,010	32,228	
	16	22,236	26,248	32,521	
	17	22,392	26,485	32,814	
	18	22,548	26,722	33,107	
	19	22,704	26,960	33,400	
	20	22,860	27,197	33,693	
F U L L P E R F O R M A N C E R A N G E	21	23,016	27,434	33,986	4
	22	23,172	27,672	34,279	
	23	23,328	27,909	34,572	
	24	23,484	28,146	34,865	
	25	23,640	28,384	35,158	
	26	23,796	28,621	35,451	
	27	23,952	28,858	35,744	
	28	24,108	29,096	36,037	
	29	24,264	29,333	36,330	
	30	24,420	29,570	36,623	
	31	24,576	29,807	36,916	
	32	24,732	30,045	37,209	
	33	24,888	30,282	37,502	
	34	25,044	30,519	37,795	
	35	25,200	30,757	38,088	
	36	25,356	30,994	38,381	
	37	25,512	31,231	38,674	
	38	25,668	31,469	38,967	
	39	25,824	31,706	39,260	
	40	25,980	31,943	39,553	
	41	26,136	32,181	39,846	
	42	26,292	32,418	40,139	
	43	26,448	32,655	40,432	
	44	26,604	32,893	40,725	
	45	26,760	33,130	41,018	
	46	26,916	33,367	41,311	
	47	27,072	33,605	41,604	
	48	27,228	33,842	41,897	
	49	27,384	34,079	42,190	
	50	27,540	34,316	42,483	
	51	27,696	34,554	42,776	
	52	27,852	34,791	43,069	
	53	28,008	35,028	43,362	
	54	28,164	35,266	43,655	
	55	28,320	35,503	43,948	
	56	28,476	35,740	44,241	
	57	28,633	35,978	44,534	
	58	28,832	36,215	44,827	
	59	29,020	36,452	45,120	
	60	29,209	36,690	45,413	
	61	29,398	36,927	45,706	

NOTE: These counties and cities are located in the Eastern and Northern Districts of California.

Table 09: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

**2003 Legal Technician/Clerk Special Pay Rates for Employees
at duty stations in Los Angeles county in California**

	STEP	CLASSIFICATION LEVEL					
		CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	24,205	29,037	31,086	33,447	36,833	Number of Steps for Annual Increase 4
	02	24,401	29,279	31,354	33,796	37,216	
	03	24,597	29,521	31,622	34,144	37,600	
	04	24,793	29,763	31,890	34,493	37,984	
	05	24,989	30,005	32,158	34,841	38,368	
	06	25,185	30,247	32,426	35,189	38,751	
	07	25,381	30,489	32,694	35,538	39,135	
	08	25,577	30,731	32,962	35,886	39,519	
	09	25,773	30,973	33,230	36,235	39,903	
	10	25,969	31,215	33,498	36,583	40,286	
	11	26,165	31,457	33,766	36,932	40,670	
	12	26,361	31,699	34,034	37,280	41,054	
	13	26,557	31,941	34,302	37,628	41,437	
	14	26,753	32,183	34,570	37,977	41,821	
	15	26,949	32,425	34,838	38,325	42,205	
	16	27,145	32,667	35,106	38,674	42,589	
	17	27,341	32,909	35,374	39,022	42,972	
	18	27,537	33,151	35,645	39,370	43,356	
	19	27,733	33,393	35,960	39,719	43,740	
	20	27,929	33,635	36,276	40,067	44,124	
FULL PERFORMANCE RANGE	21	28,125	33,877	36,591	40,416	44,507	4
	22	28,321	34,119	36,907	40,764	44,891	
	23	28,517	34,361	37,222	41,113	45,275	
	24	28,713	34,603	37,538	41,461	45,659	
	25	28,909	34,845	37,853	41,809	46,042	
	26	29,105	35,087	38,169	42,158	46,426	
	27	29,301	35,329	38,484	42,506	46,810	
	28	29,497	35,571	38,800	42,855	47,193	
	29	29,693	35,813	39,115	43,203	47,577	
	30	29,889	36,055	39,430	43,552	47,961	
	31	30,085	36,297	39,746	43,900	48,345	
	32	30,281	36,539	40,061	44,248	48,728	
	33	30,477	36,781	40,377	44,597	49,112	
	34	30,673	37,023	40,692	44,945	49,496	
	35	30,869	37,265	41,008	45,294	49,880	
	36	31,065	37,507	41,323	45,642	50,263	
	37	31,261	37,749	41,639	45,990	50,647	
	38	31,457	37,991	41,954	46,339	51,031	
	39	31,653	38,233	42,270	46,687	51,415	
	40	31,849	38,475	42,585	47,036	51,798	
	41	32,045	38,737	42,901	47,384	52,182	
	42	32,241	39,022	43,216	47,733	52,566	
	43	32,437	39,307	43,532	48,081	52,949	
	44	32,633	39,592	43,847	48,429	53,333	
	45	32,829	39,877	44,162	48,778	53,717	
	46	33,025	40,161	44,478	49,126	54,101	
	47	33,221	40,446	44,793	49,475	54,484	
	48	33,417	40,731	45,109	49,823	54,868	
	49	33,613	41,016	45,424	50,172	55,252	
	50	33,809	41,301	45,740	50,520	55,636	
	51	34,005	41,586	46,055	50,868	56,019	
	52	34,201	41,871	46,371	51,217	56,403	
	53	34,397	42,155	46,686	51,565	56,787	
	54	34,593	42,440	47,002	51,914	57,171	
	55	34,789	42,725	47,317	52,262	57,554	
	56	34,985	43,010	47,633	52,610	57,938	
	57	35,181	43,295	47,948	52,959	58,322	
	58	35,377	43,580	48,263	53,307	58,706	
	59	35,573	43,865	48,579	53,656	59,089	
	60	35,769	44,149	48,894	54,004	59,473	
	61	35,965	44,434	49,210	54,353	59,857	

NOTE: This county is located in the Central District of California.

Table 11: DALLAS-FORT WORTH, TX CMSA

	STEP	CLASS LEVEL		
		CL 21	CL 22	
DEVELOPMENTAL RANGE	01	18,030	21,005	
	02	18,186	21,225	
	03	18,342	21,445	
	04	18,498	21,664	
	05	18,654	21,884	
	06	18,810	22,104	
	07	18,966	22,324	
	08	19,122	22,543	
	09	19,278	22,763	
	10	19,434	22,983	
	11	19,590	23,202	
	12	19,746	23,422	
	13	19,902	23,642	
	14	20,058	23,862	
	15	20,214	24,081	
	16	20,370	24,301	
	17	20,526	24,521	
	18	20,682	24,740	
	19	20,838	24,960	
	20	20,994	25,180	
FULL PERFORMANCE RANGE	21	21,150	25,400	Number of Steps for Annual Increase
	22	21,306	25,619	
	23	21,462	25,839	
	24	21,618	26,059	
	25	21,774	26,278	4
	26	21,930	26,498	
	27	22,086	26,718	
	28	22,242	26,938	
	29	22,398	27,157	4
	30	22,554	27,377	
	31	22,710	27,597	
	32	22,866	27,816	
	33	23,022	28,036	4
	34	23,178	28,256	
	35	23,334	28,476	
	36	23,490	28,695	
	37	23,646	28,915	2
	38	23,802	29,135	
	39	23,958	29,355	2
	40	24,114	29,574	
	41	24,270	29,794	2
	42	24,426	30,014	
	43	24,582	30,233	2
	44	24,738	30,453	
	45	24,894	30,673	2
	46	25,050	30,893	
	47	25,206	31,112	2
	48	25,362	31,332	
	49	25,518	31,552	2
	50	25,674	31,771	
	51	25,830	31,991	2
	52	25,986	32,211	
	53	26,142	32,431	2
	54	26,298	32,650	
	55	26,454	32,870	1
	56	26,610	33,090	
	57	26,766	33,309	1
	58	26,922	33,529	
	59	27,078	33,749	1
	60	27,234	33,969	
	61	27,390	34,188	

2003 Typist Special Pay Rates for Employees at duty stations in the following counties in Texas:

Collin
Dallas
Denton
Ellis
Johnson
Kaufman
Parker
Rockwall
Tarrant

NOTE: These counties are located in the Eastern and Northern Districts of Texas.

Table 13: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

**2003 Typist Special Pay Rates for Employees at duty stations in
Los Angeles and Orange counties in California.**

	STEP	CLASSIFICATION LEVEL			
		CL 21	CL 22	CL 23	
D E V E L O P M E N T A L R A N G E	01	19,896	22,056	27,343	Number of Steps for Annual Increase
	02	20,052	22,287	27,628	
	03	20,208	22,518	27,913	
	04	20,364	22,749	28,197	
	05	20,520	22,979	28,482	
	06	20,676	23,210	28,767	
	07	20,832	23,441	29,052	
	08	20,988	23,671	29,337	
	09	21,144	23,902	29,622	
	10	21,300	24,133	29,907	
	11	21,456	24,364	30,191	
	12	21,612	24,594	30,476	
	13	21,768	24,825	30,761	
	14	21,924	25,056	31,046	
	15	22,080	25,286	31,331	
	16	22,236	25,517	31,616	
	17	22,392	25,748	31,901	
	18	22,548	25,979	32,185	
	19	22,704	26,209	32,470	
	20	22,860	26,440	32,755	
F U L L P E R F O R M A N C E R A N G E	21	23,016	26,671	33,040	4
	22	23,172	26,901	33,325	
	23	23,328	27,132	33,610	
	24	23,484	27,363	33,895	
	25	23,640	27,594	34,179	4
	26	23,796	27,824	34,464	
	27	23,952	28,055	34,749	
	28	24,108	28,286	35,034	
	29	24,264	28,516	35,319	4
	30	24,420	28,747	35,604	
	31	24,576	28,978	35,889	
	32	24,732	29,209	36,173	
	33	24,888	29,439	36,458	4
	34	25,044	29,670	36,743	
	35	25,200	29,901	37,028	
	36	25,356	30,131	37,313	
	37	25,512	30,362	37,598	2
	38	25,668	30,593	37,883	
	39	25,824	30,824	38,167	2
	40	25,980	31,054	38,452	
	41	26,136	31,285	38,737	2
	42	26,292	31,516	39,022	
	43	26,448	31,746	39,307	2
	44	26,604	31,977	39,592	
	45	26,760	32,208	39,877	2
	46	26,916	32,439	40,161	
	47	27,072	32,669	40,446	2
	48	27,228	32,900	40,731	
	49	27,384	33,131	41,016	2
	50	27,540	33,361	41,301	
	51	27,696	33,592	41,586	2
	52	27,852	33,823	41,871	
	53	28,008	34,054	42,155	2
	54	28,164	34,284	42,440	
	55	28,320	34,515	42,725	1
	56	28,476	34,746	43,010	
	57	28,632	34,976	43,295	1
	58	28,788	35,207	43,580	
	59	28,944	35,438	43,865	1
	60	29,100	35,668	44,149	
	61	29,256	35,899	44,434	

NOTE: These counties are located in the Central District of California.

Table 14: ATLANTA, GA MSA

2003 Legal Technician/Clerk Special
Pay Rates for Employees at duty
stations in the following cities in
Georgia:

Atlanta
Doraville
(Restricted to inside the
I-285 perimeter)

	STEP	CLASSIFICATION LEVEL				
		CL 21	CL 22	CL 23	CL 24	
D E V E L O P M E N T A L R A N G E	01	18,652	21,862	25,749	28,517	Number of Steps for Annual Increase 4
	02	18,808	22,058	26,018	28,814	
	03	18,964	22,254	26,286	29,111	
	04	19,120	22,450	26,554	29,409	
	05	19,276	22,646	26,822	29,706	
	06	19,432	22,842	27,091	30,003	
	07	19,588	23,038	27,359	30,300	
	08	19,744	23,234	27,627	30,597	
	09	19,900	23,430	27,895	30,894	
	10	20,056	23,626	28,164	31,191	
	11	20,212	23,822	28,432	31,488	
	12	20,368	24,018	28,700	31,785	
	13	20,524	24,214	28,968	32,082	
	14	20,680	24,410	29,237	32,379	
	15	20,836	24,606	29,505	32,676	
	16	20,992	24,802	29,773	32,973	
	17	21,148	24,998	30,041	33,271	
	18	21,304	25,194	30,310	33,568	
	19	21,460	25,390	30,578	33,865	
	20	21,616	25,586	30,846	34,162	
F U L L P E R F O R M A N C E R A N G E	21	21,772	25,782	31,114	34,459	4
	22	21,928	25,978	31,383	34,756	
	23	22,084	26,174	31,651	35,053	
	24	22,240	26,370	31,919	35,350	
	25	22,396	26,566	32,188	35,647	
	26	22,552	26,762	32,456	35,944	
	27	22,708	26,958	32,724	36,241	
	28	22,864	27,154	32,992	36,538	
	29	23,020	27,350	33,261	36,835	
	30	23,176	27,546	33,529	37,133	
	31	23,332	27,742	33,797	37,430	
	32	23,488	27,938	34,065	37,727	
	33	23,644	28,134	34,334	38,024	
	34	23,800	28,330	34,602	38,321	
	35	23,956	28,526	34,870	38,618	
	36	24,112	28,722	35,138	38,915	
	37	24,268	28,918	35,407	39,212	
	38	24,424	29,114	35,675	39,509	
	39	24,580	29,310	35,943	39,806	
	40	24,736	29,506	36,211	40,103	
	41	24,892	29,702	36,480	40,400	
	42	25,048	29,898	36,748	40,697	
	43	25,204	30,094	37,016	40,995	
	44	25,360	30,290	37,284	41,292	
	45	25,516	30,486	37,553	41,589	
	46	25,672	30,682	37,821	41,886	
	47	25,828	30,878	38,089	42,183	
	48	25,984	31,074	38,357	42,480	
	49	26,140	31,270	38,626	42,777	
	50	26,296	31,466	38,894	43,074	
	51	26,452	31,662	39,162	43,371	
	52	26,608	31,858	39,430	43,668	
	53	26,764	32,069	39,699	43,965	
	54	26,920	32,286	39,967	44,262	
	55	27,076	32,503	40,235	44,559	
	56	27,232	32,721	40,503	44,857	
	57	27,388	32,938	40,772	45,154	
	58	27,544	33,155	41,040	45,451	
	59	27,700	33,373	41,308	45,748	
	60	27,856	33,590	41,577	46,045	
	61	28,012	33,807	41,845	46,342	

NOTE: These cities are located in the Northern District of Georgia.

Table 15: MIAMI-FORT LAUDERDALE, FL CMSA

2003 Typist and Legal Technician/Clerk Special Pay Rates for Employees at duty stations in Miami, Florida (Restricted to Dade County north of South 232 Street (Silver Palm Drive))

	STEP	CLASS LEVEL		
		CL 21	CL 22	
D E V E L O P M E N T A L R A N G E	01	18,030	21,326	Number of Steps for Annual Increase 4
	02	18,186	21,549	
	03	18,342	21,772	
	04	18,498	21,995	
	05	18,654	22,218	
	06	18,810	22,441	
	07	18,966	22,664	
	08	19,122	22,887	
	09	19,278	23,110	
	10	19,434	23,333	
	11	19,590	23,556	
	12	19,746	23,779	
	13	19,902	24,003	
	14	20,058	24,226	
	15	20,214	24,449	
	16	20,370	24,672	
	17	20,526	24,895	
	18	20,682	25,118	
	19	20,838	25,341	
	20	20,994	25,564	
F U L L P E R F O R M A N C E R A N G E	21	21,150	25,787	4
	22	21,306	26,010	
	23	21,462	26,233	
	24	21,618	26,456	
	25	21,774	26,679	
	26	21,930	26,902	
	27	22,086	27,125	
	28	22,242	27,349	
	29	22,398	27,572	
	30	22,554	27,795	
	31	22,710	28,018	
	32	22,866	28,241	
	33	23,022	28,464	
	34	23,178	28,687	
	35	23,334	28,910	
	36	23,490	29,133	
	37	23,646	29,356	
	38	23,802	29,579	
	39	23,958	29,802	
	40	24,114	30,025	
	41	24,270	30,248	
	42	24,426	30,471	
	43	24,582	30,695	
	44	24,738	30,918	
	45	24,894	31,141	
	46	25,050	31,364	
	47	25,206	31,587	
	48	25,362	31,810	
	49	25,518	32,033	
	50	25,680	32,256	
	51	25,858	32,479	
	52	26,035	32,702	
	53	26,213	32,925	
	54	26,390	33,148	
	55	26,568	33,371	
	56	26,745	33,594	
	57	26,923	33,818	
	58	27,100	34,041	
	59	27,278	34,264	
	60	27,456	34,487	
	61	27,633	34,710	

Table 17: MINNEAPOLIS-ST. PAUL, MN-WI MSA

	STEP	CLASS LEVEL		
		CL 21	CL 22	
DEVELOPMENTAL RANGE	01	17,408	21,144	Number of Steps for Annual Increase
	02	17,564	21,365	
	03	17,720	21,586	
	04	17,876	21,807	
	05	18,032	22,029	
	06	18,188	22,250	
	07	18,344	22,471	
	08	18,500	22,692	
	09	18,656	22,913	
	10	18,812	23,134	
	11	18,968	23,356	
	12	19,124	23,577	
	13	19,280	23,798	
	14	19,436	24,019	
	15	19,592	24,240	
	16	19,748	24,461	
	17	19,904	24,683	
	18	20,060	24,904	
	19	20,216	25,125	
	20	20,372	25,346	
FULL PERFORMANCE RANGE	21	20,528	25,567	4
	22	20,684	25,788	
	23	20,840	26,010	
	24	20,996	26,231	
	25	21,152	26,452	
	26	21,308	26,673	
	27	21,464	26,894	
	28	21,620	27,115	
	29	21,776	27,337	4
	30	21,941	27,558	
	31	22,117	27,779	
	32	22,293	28,000	
	33	22,469	28,221	4
	34	22,645	28,442	
	35	22,821	28,664	
	36	22,997	28,885	
	37	23,173	29,106	2
	38	23,349	29,327	
	39	23,525	29,548	2
	40	23,701	29,769	
	41	23,877	29,991	2
	42	24,053	30,212	
	43	24,229	30,433	2
	44	24,405	30,654	
	45	24,581	30,875	2
	46	24,757	31,096	
	47	24,933	31,318	2
	48	25,109	31,539	
	49	25,285	31,760	2
	50	25,461	31,981	
	51	25,637	32,202	2
	52	25,813	32,423	
	53	25,989	32,645	2
	54	26,165	32,866	
	55	26,341	33,087	1
	56	26,517	33,308	
	57	26,693	33,529	1
	58	26,869	33,750	
	59	27,045	33,972	1
	60	27,222	34,193	
	61	27,398	34,414	

2003 Typist Special Pay Rates for Employees at duty stations in the following counties in Minnesota:

Anoka
Carver
Dakota
Hennepin
Ramsey
Scott
Washington

**Table 18: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND,
NY-NJ-CT-PA CMSA**

2003 Legal Technician/Clerk Special
Pay Rates for Employees at duty
stations in the following counties in
New Jersey and New York:

In New Jersey:

Bergen
Essex
Hudson
Middlesex
Morris
Passaic
Somerset
Union

In New York:

Rockland

	STEP	CLASSIFICATION LEVEL				
		CL 22	CL 23	CL 24	CL 25	
DEVELOPMENTAL RANGE	01	22,643	27,138	30,056	33,197	Number of Steps for Annual Increase
	02	22,839	27,421	30,369	33,543	
	03	23,035	27,704	30,682	33,889	
	04	23,231	27,987	30,995	34,235	
	05	23,427	28,269	31,308	34,581	
	06	23,623	28,552	31,621	34,926	
	07	23,819	28,835	31,934	35,272	
	08	24,015	29,118	32,247	35,618	
	09	24,211	29,400	32,561	35,964	
	10	24,407	29,683	32,874	36,310	
	11	24,603	29,966	33,187	36,655	
	12	24,799	30,248	33,500	37,001	
	13	24,995	30,531	33,813	37,347	
	14	25,191	30,814	34,126	37,693	
	15	25,387	31,097	34,439	38,039	
	16	25,583	31,379	34,752	38,384	
	17	25,779	31,662	35,065	38,730	
	18	25,975	31,945	35,378	39,076	
	19	26,171	32,228	35,692	39,422	
	20	26,367	32,510	36,005	39,768	
FULL PERFORMANCE RANGE	21	26,563	32,793	36,318	40,114	4
	22	26,759	33,076	36,631	40,459	
	23	26,955	33,358	36,944	40,805	
	24	27,158	33,641	37,257	41,151	
	25	27,387	33,924	37,570	41,497	4
	26	27,616	34,207	37,883	41,843	
	27	27,845	34,489	38,196	42,188	
	28	28,074	34,772	38,510	42,534	
	29	28,303	35,055	38,823	42,880	4
	30	28,532	35,338	39,136	43,226	
	31	28,761	35,620	39,449	43,572	
	32	28,990	35,903	39,762	43,918	
	33	29,219	36,186	40,075	44,263	4
	34	29,448	36,468	40,388	44,609	
	35	29,677	36,751	40,701	44,955	
	36	29,906	37,034	41,014	45,301	
	37	30,135	37,317	41,327	45,647	2
	38	30,364	37,599	41,641	45,992	
	39	30,593	37,882	41,954	46,338	2
	40	30,822	38,165	42,267	46,684	
	41	31,051	38,448	42,580	47,030	2
	42	31,280	38,730	42,893	47,376	
	43	31,509	39,013	43,206	47,722	2
	44	31,738	39,296	43,519	48,067	
	45	31,967	39,578	43,832	48,413	2
	46	32,196	39,861	44,145	48,759	
	47	32,425	40,144	44,458	49,105	2
	48	32,654	40,427	44,772	49,451	
	49	32,883	40,709	45,085	49,796	2
	50	33,112	40,992	45,398	50,142	
	51	33,341	41,275	45,711	50,488	2
	52	33,570	41,558	46,024	50,834	
	53	33,799	41,840	46,337	51,180	2
	54	34,028	42,123	46,650	51,526	
	55	34,257	42,406	46,963	51,871	1
	56	34,486	42,689	47,276	52,217	
	57	34,715	42,971	47,590	52,563	1
	58	34,944	43,254	47,903	52,909	
	59	35,173	43,537	48,216	53,255	1
	60	35,402	43,819	48,529	53,600	
	61	35,631	44,102	48,842	53,946	

NOTE: These counties are located in the District of New Jersey and the Southern District of New York.

**Table 19: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND,
NY-NJ-CT-PA CMSA**

2003 Typist Special Pay Rates for
Employees at duty stations in the
following counties in New Jersey
and New York:

	STEP	CLASSIFICATION LEVEL			
		CL 21	CL 22	CL 23	
D E V E L O P M E N T A L R A N G E	01	18,652	21,892	27,138	Number of Steps for Annual Increase
	02	18,808	22,121	27,421	
	03	18,964	22,350	27,704	
	04	19,120	22,579	27,987	
	05	19,276	22,808	28,269	
	06	19,432	23,037	28,552	
	07	19,588	23,266	28,835	
	08	19,744	23,495	29,118	
	09	19,900	23,723	29,400	
	10	20,056	23,952	29,683	
	11	20,212	24,181	29,966	
	12	20,368	24,410	30,248	
	13	20,524	24,639	30,531	
	14	20,680	24,868	30,814	
	15	20,836	25,097	31,097	
	16	20,992	25,326	31,379	
	17	21,148	25,555	31,662	
	18	21,304	25,784	31,945	
	19	21,460	26,013	32,228	
	20	21,616	26,242	32,510	
F U L L P E R F O R M A N C E R A N G E	21	21,772	26,471	32,793	4
	22	21,928	26,700	33,076	
	23	22,084	26,929	33,358	
	24	22,240	27,158	33,641	
	25	22,396	27,387	33,924	4
	26	22,552	27,616	34,207	
	27	22,708	27,845	34,489	
	28	22,864	28,074	34,772	
	29	23,020	28,303	35,055	4
	30	23,176	28,532	35,338	
	31	23,332	28,761	35,620	
	32	23,488	28,990	35,903	
	33	23,644	29,219	36,186	4
	34	23,800	29,448	36,468	
	35	23,956	29,677	36,751	
	36	24,112	29,906	37,034	
	37	24,268	30,135	37,317	2
	38	24,424	30,364	37,599	
	39	24,580	30,593	37,882	2
	40	24,736	30,822	38,165	
	41	24,892	31,051	38,448	2
	42	25,048	31,280	38,730	
	43	25,204	31,509	39,013	2
	44	25,360	31,738	39,296	
	45	25,516	31,967	39,578	2
	46	25,672	32,196	39,861	
	47	25,828	32,425	40,144	2
	48	25,997	32,654	40,427	
	49	26,179	32,883	40,709	2
	50	26,362	33,112	40,992	
	51	26,544	33,341	41,275	2
	52	26,726	33,570	41,558	
	53	26,908	33,799	41,840	2
	54	27,091	34,028	42,123	
	55	27,273	34,257	42,406	1
	56	27,455	34,486	42,689	
	57	27,637	34,715	42,971	1
	58	27,820	34,944	43,254	
	59	28,002	35,173	43,537	1
	60	28,184	35,402	43,819	
	61	28,366	35,631	44,102	

In New Jersey:

Bergen
Essex
Hudson
Middlesex
Morris
Passaic
Somerset
Union

In New York:

Rockland

NOTE: These counties are located in the District of New Jersey and the Southern District of New York.

Table 25: MIAMI-FORT LAUDERDALE, FL CMSA

2003 Special Pay Rates for Probation and Pretrial Services Officers in the Headquarters Office of the Southern District of Florida

	STEP	CLASSIFICATION LEVEL				
		CL 22	CL 23	CL 25	CL 27	CL 28
DEVELOPMENTAL RANGE	01	27,548	30,844	33,687	39,105	46,876
	02	27,771	31,119	34,023	39,514	47,365
	03	27,994	31,394	34,360	39,922	47,855
	04	28,217	31,670	34,697	40,331	48,344
	05	28,440	31,945	35,034	40,739	48,834
	06	28,663	32,221	35,371	41,148	49,323
	07	28,886	32,496	35,708	41,557	49,812
	08	29,109	32,772	36,045	41,965	50,302
	09	29,332	33,047	36,382	42,374	50,791
	10	29,555	33,322	36,719	42,782	51,281
	11	29,778	33,598	37,055	43,191	51,770
	12	30,001	33,873	37,392	43,599	52,259
	13	30,225	34,149	37,729	44,008	52,749
	14	30,448	34,424	38,066	44,417	53,238
	15	30,671	34,700	38,403	44,825	53,727
	16	30,894	34,975	38,740	45,234	54,217
	17	31,117	35,250	39,077	45,642	54,706
	18	31,340	35,526	39,414	46,051	55,196
	19	31,563	35,801	39,750	46,460	55,685
	20	31,786	36,077	40,087	46,868	56,174
FULL PERFORMANCE RANGE	21	32,009	36,352	40,424	47,277	56,664
	22	32,232	36,627	40,761	47,685	57,153
	23	32,455	36,903	41,098	48,094	57,642
	24	32,678	37,178	41,435	48,502	58,132
	25	32,901	37,454	41,772	48,911	58,621
	26	33,124	37,729	42,109	49,320	59,111
	27	33,347	38,005	42,445	49,728	59,600
	28	33,571	38,280	42,782	50,137	60,089
	29	33,794	38,555	43,119	50,545	60,579
	30	34,017	38,831	43,456	50,954	61,068
	31	34,240	39,106	43,793	51,362	61,558
	32	34,463	39,382	44,130	51,771	62,047
	33	34,686	39,657	44,467	52,180	62,536
	34	34,909	39,933	44,804	52,588	63,026
	35	35,132	40,208	45,140	52,997	63,515
	36	35,355	40,483	45,477	53,405	64,004
	37	35,578	40,759	45,814	53,814	64,494
	38	35,801	41,034	46,151	54,222	64,983
	39	36,024	41,310	46,488	54,631	65,473
	40	36,247	41,585	46,825	55,040	65,962
	41	36,470	41,860	47,162	55,448	66,451
	42	36,693	42,136	47,499	55,857	66,941
	43	36,917	42,411	47,835	56,265	67,430
	44	37,140	42,687	48,172	56,674	67,920
	45	37,363	42,962	48,509	57,083	68,409
	46	37,586	43,238	48,846	57,491	68,898
	47	37,809	43,513	49,183	57,900	69,388
	48	38,032	43,788	49,520	58,308	69,877
	49	38,255	44,064	49,857	58,717	70,366
	50	38,478	44,339	50,194	59,125	70,856
	51	38,701	44,615	50,531	59,534	71,345
	52	38,924	44,890	50,867	59,943	71,835
	53	39,147	45,165	51,204	60,351	72,324
	54	39,370	45,441	51,541	60,760	72,813
	55	39,593	45,716	51,878	61,168	73,303
	56	39,816	45,992	52,215	61,577	73,792
	57	40,039	46,267	52,552	61,985	74,282
	58	40,263	46,543	52,889	62,394	74,771
	59	40,486	46,818	53,226	62,803	75,260
	60	40,709	47,093	53,562	63,211	75,750
	61	40,932	47,369	53,899	63,620	76,239

Number of Steps for Annual Increase

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**Table 30: NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND,
NY-NJ-CT-PA CMSA**

**2003 Legal Technician/Clerk Special Pay Rates for Duty Stations in NY-S and NY-E Within the
New York-New Jersey-Long Island, NY-NJ-CT-PA CMSA**

	STEP	CLASSIFICATION LEVEL				
		CL 22	CL 23	CL 24	CL 25	CL 26
D E V E L O P M E N T A L R A N G E	01	22,643	27,138	30,056	33,197	36,557
	02	22,839	27,421	30,369	33,543	36,938
	03	23,035	27,704	30,682	33,889	37,319
	04	23,231	27,987	30,995	34,235	37,700
	05	23,427	28,269	31,308	34,581	38,081
	06	23,623	28,552	31,621	34,926	38,462
	07	23,819	28,835	31,934	35,272	38,842
	08	24,015	29,118	32,247	35,618	39,223
	09	24,211	29,400	32,561	35,964	39,604
	10	24,407	29,683	32,874	36,310	39,985
	11	24,603	29,966	33,187	36,655	40,366
	12	24,799	30,248	33,500	37,001	40,747
	13	24,995	30,531	33,813	37,347	41,128
	14	25,191	30,814	34,126	37,693	41,509
	15	25,387	31,097	34,439	38,039	41,889
	16	25,583	31,379	34,752	38,384	42,270
	17	25,779	31,662	35,065	38,730	42,651
	18	25,975	31,945	35,378	39,076	43,032
	19	26,171	32,228	35,692	39,422	43,413
	20	26,367	32,510	36,005	39,768	43,794
F U L L P E R F O R M A N C E R A N G E	21	26,563	32,793	36,318	40,114	44,175
	22	26,759	33,076	36,631	40,459	44,555
	23	26,955	33,358	36,944	40,805	44,936
	24	27,158	33,641	37,257	41,151	45,317
	25	27,387	33,924	37,570	41,497	45,698
	26	27,616	34,207	37,883	41,843	46,079
	27	27,845	34,489	38,196	42,188	46,460
	28	28,074	34,772	38,510	42,534	46,841
	29	28,303	35,055	38,823	42,880	47,222
	30	28,532	35,338	39,136	43,226	47,602
	31	28,761	35,620	39,449	43,572	47,983
	32	28,990	35,903	39,762	43,918	48,364
	33	29,219	36,186	40,075	44,263	48,745
	34	29,448	36,468	40,388	44,609	49,126
	35	29,677	36,751	40,701	44,955	49,507
	36	29,906	37,034	41,014	45,301	49,888
	37	30,135	37,317	41,327	45,647	50,268
	38	30,364	37,599	41,641	45,992	50,649
	39	30,593	37,882	41,954	46,338	51,030
	40	30,822	38,165	42,267	46,684	51,411
	41	31,051	38,448	42,580	47,030	51,792
	42	31,280	38,730	42,893	47,376	52,173
	43	31,509	39,013	43,206	47,722	52,554
	44	31,738	39,296	43,519	48,067	52,935
	45	31,967	39,578	43,832	48,413	53,315
	46	32,196	39,861	44,145	48,759	53,696
	47	32,425	40,144	44,458	49,105	54,077
	48	32,654	40,427	44,772	49,451	54,458
	49	32,883	40,709	45,085	49,796	54,839
	50	33,112	40,992	45,398	50,142	55,220
	51	33,341	41,275	45,711	50,488	55,601
	52	33,570	41,558	46,024	50,834	55,981
	53	33,799	41,840	46,337	51,180	56,362
	54	34,028	42,123	46,650	51,526	56,743
	55	34,257	42,406	46,963	51,871	57,124
	56	34,486	42,689	47,276	52,217	57,505
	57	34,715	42,971	47,590	52,563	57,886
	58	34,944	43,254	47,903	52,909	58,267
	59	35,173	43,537	48,216	53,255	58,647
	60	35,402	43,819	48,529	53,600	59,028
	61	35,631	44,102	48,842	53,946	59,409

Number
of Steps
for
Annual
Increase

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Table 31: REST OF THE UNITED STATES

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 9.62% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,446	26,534	29,708	30,551	32,446	35,731	Number of Steps for Annual Increase
	02	20,617	26,748	29,973	30,845	32,771	36,088	
	03	20,788	26,963	30,239	31,139	33,095	36,445	
	04	20,959	27,178	30,504	31,432	33,420	36,803	
	05	21,130	27,393	30,769	31,726	33,744	37,160	
	06	21,301	27,608	31,035	32,020	34,069	37,517	
	07	21,472	27,823	31,300	32,314	34,393	37,875	
	08	21,643	28,038	31,565	32,608	34,718	38,232	
	09	21,814	28,252	31,830	32,901	35,042	38,590	
	10	21,985	28,467	32,096	33,195	35,367	38,947	
	11	22,156	28,682	32,361	33,489	35,691	39,304	
	12	22,327	28,897	32,626	33,783	36,016	39,662	
	13	22,498	29,112	32,891	34,076	36,340	40,019	
	14	22,669	29,327	33,157	34,370	36,665	40,376	
	15	22,840	29,541	33,422	34,664	36,989	40,734	
	16	23,011	29,756	33,687	34,958	37,314	41,091	
	17	23,182	29,971	33,953	35,252	37,638	41,448	
	18	23,353	30,186	34,218	35,545	37,963	41,806	
	19	23,524	30,401	34,483	35,839	38,287	42,163	
	20	23,695	30,616	34,748	36,133	38,611	42,521	
FULL PERFORMANCE RANGE	21	23,866	30,831	35,014	36,427	38,936	42,878	4
	22	24,037	31,045	35,279	36,721	39,260	43,235	
	23	24,208	31,260	35,544	37,014	39,585	43,593	
	24	24,379	31,475	35,810	37,308	39,909	43,950	
	25	24,550	31,690	36,075	37,602	40,234	44,307	4
	26	24,722	31,905	36,340	37,896	40,558	44,665	
	27	24,893	32,120	36,605	38,189	40,883	45,022	
	28	25,064	32,335	36,871	38,483	41,207	45,379	
	29	25,235	32,549	37,136	38,777	41,532	45,737	4
	30	25,406	32,764	37,401	39,071	41,856	46,094	
	31	25,577	32,979	37,667	39,365	42,181	46,451	
	32	25,748	33,194	37,932	39,658	42,505	46,809	
	33	25,919	33,409	38,197	39,952	42,830	47,166	4
	34	26,090	33,624	38,462	40,246	43,154	47,524	
	35	26,261	33,839	38,728	40,540	43,479	47,881	
	36	26,432	34,053	38,993	40,833	43,803	48,238	
	37	26,603	34,268	39,258	41,127	44,128	48,596	2
	38	26,774	34,483	39,523	41,421	44,452	48,953	
	39	26,945	34,698	39,789	41,715	44,776	49,310	
	40	27,116	34,913	40,054	42,009	45,101	49,668	
	41	27,287	35,128	40,319	42,302	45,425	50,025	2
	42	27,458	35,343	40,585	42,596	45,750	50,382	
	43	27,629	35,557	40,850	42,890	46,074	50,740	
	44	27,800	35,772	41,115	43,184	46,399	51,097	
	45	27,971	35,987	41,380	43,477	46,723	51,455	2
	46	28,142	36,202	41,646	43,771	47,048	51,812	
	47	28,313	36,417	41,911	44,065	47,372	52,169	
	48	28,484	36,632	42,176	44,359	47,697	52,527	
	49	28,655	36,847	42,442	44,653	48,021	52,884	2
	50	28,826	37,061	42,707	44,946	48,346	53,241	
	51	28,997	37,276	42,972	45,240	48,670	53,599	
	52	29,168	37,491	43,237	45,534	48,995	53,956	
	53	29,339	37,706	43,503	45,828	49,319	54,313	2
	54	29,510	37,921	43,768	46,122	49,644	54,671	
	55	29,681	38,136	44,033	46,415	49,968	55,028	
	56	29,852	38,351	44,299	46,709	50,293	55,386	
	57	30,023	38,565	44,564	47,003	50,617	55,743	1
	58	30,194	38,780	44,829	47,297	50,942	56,100	
	59	30,365	38,995	45,094	47,590	51,266	56,458	
	60	30,536	39,210	45,360	47,884	51,590	56,815	
	61	30,707	39,425	45,625	48,178	51,915	57,172	

Table 35: 16 PERCENT LAW ENFORCEMENT DIFFERENTIAL

2003 Geographic Pay Rates for Probation and Pretrial Services Officers (except for Chief Probation and Pretrial Services Officers) and Assistants in the following metropolitan statistical area (MSA):

Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	21,636	28,078	31,437	32,329	34,335	37,810	39,858	47,778	56,825	67,147	78,996	92,667	
	02	21,817	28,305	31,718	32,640	34,678	38,188	40,274	48,277	57,418	67,847	79,820	93,632	
	03	21,998	28,533	31,999	32,951	35,022	38,567	40,690	48,776	58,010	68,548	80,643	94,597	
	04	22,179	28,760	32,279	33,262	35,365	38,945	41,107	49,274	58,603	69,249	81,467	95,562	
	05	22,360	28,987	32,560	33,573	35,708	39,323	41,523	49,773	59,196	69,949	82,290	96,527	
	06	22,541	29,215	32,841	33,884	36,052	39,701	41,940	50,272	59,789	70,650	83,114	97,492	
	07	22,722	29,442	33,121	34,194	36,395	40,079	42,356	50,771	60,381	71,350	83,938	98,457	
	08	22,903	29,669	33,402	34,505	36,738	40,457	42,773	51,270	60,974	72,051	84,761	99,422	
	09	23,084	29,897	33,683	34,816	37,082	40,835	43,189	51,768	61,567	72,752	85,585	100,388	
	10	23,265	30,124	33,964	35,127	37,425	41,214	43,606	52,267	62,160	73,452	86,408	101,353	
	11	23,446	30,351	34,244	35,438	37,768	41,592	44,022	52,766	62,753	74,153	87,232	102,318	
	12	23,627	30,579	34,525	35,749	38,112	41,970	44,438	53,265	63,345	74,854	88,056	103,283	
	13	23,808	30,806	34,806	36,060	38,455	42,348	44,855	53,764	63,938	75,554	88,879	104,248	
	14	23,989	31,033	35,087	36,371	38,799	42,726	45,271	54,262	64,531	76,255	89,703	105,213	
	15	24,170	31,261	35,367	36,682	39,142	43,104	45,688	54,761	65,124	76,956	90,526	106,178	
	16	24,351	31,488	35,648	36,992	39,485	43,483	46,104	55,260	65,716	77,656	91,350	107,143	
	17	24,532	31,716	35,929	37,303	39,829	43,861	46,521	55,759	66,309	78,357	92,174	108,109	
	18	24,713	31,943	36,209	37,614	40,172	44,239	46,937	56,258	66,902	79,057	92,997	109,074	
	19	24,894	32,170	36,490	37,925	40,515	44,617	47,354	56,756	67,495	79,758	93,821	110,039	
	20	25,075	32,398	36,771	38,236	40,859	44,995	47,770	57,255	68,087	80,459	94,644	111,004	
	21	25,256	32,625	37,052	38,547	41,202	45,373	48,186	57,754	68,680	81,159	95,468	111,969	
	22	25,436	32,852	37,332	38,858	41,545	45,752	48,603	58,253	69,273	81,860	96,292	112,934	
	23	25,617	33,080	37,613	39,169	41,889	46,130	49,019	58,752	69,866	82,561	97,115	113,899	
	24	25,798	33,307	37,894	39,479	42,232	46,508	49,436	59,250	70,458	83,261	97,939	114,864	
	25	25,979	33,534	38,174	39,790	42,575	46,886	49,852	59,749	71,051	83,962	98,762	115,829	4
	26	26,160	33,762	38,455	40,101	42,919	47,264	50,269	60,248	71,644	84,663	99,586	116,795	
	27	26,341	33,989	38,736	40,412	43,262	47,642	50,685	60,747	72,237	85,363	100,410	117,760	
	28	26,522	34,217	39,017	40,723	43,606	48,021	51,101	61,246	72,829	86,064	101,233	118,725	
	29	26,703	34,444	39,297	41,034	43,949	48,399	51,518	61,744	73,422	86,765	102,057	119,690	4
	30	26,884	34,671	39,578	41,345	44,292	48,777	51,934	62,243	74,015	87,465	102,880	120,655	
	31	27,065	34,899	39,859	41,656	44,636	49,155	52,351	62,742	74,608	88,166	103,704	121,620	
	32	27,246	35,126	40,139	41,966	44,979	49,533	52,767	63,241	75,200	88,866	104,528	122,585	
	33	27,427	35,353	40,420	42,277	45,322	49,911	53,184	63,740	75,793	89,567	105,351	123,550	4
	34	27,608	35,581	40,701	42,588	45,666	50,289	53,600	64,238	76,386	90,268	106,175	124,516	
	35	27,789	35,808	40,982	42,899	46,009	50,668	54,017	64,737	76,979	90,968	106,998	125,481	
	36	27,970	36,035	41,262	43,210	46,352	51,046	54,433	65,236	77,572	91,669	107,822	126,446	
	37	28,151	36,263	41,543	43,521	46,696	51,424	54,849	65,735	78,164	92,370	108,646	127,411	2
	38	28,332	36,490	41,824	43,832	47,039	51,802	55,266	66,234	78,757	93,070	109,469	128,376	
	39	28,513	36,717	42,105	44,143	47,383	52,180	55,682	66,732	79,350	93,771	110,293	129,341	2
	40	28,694	36,945	42,385	44,454	47,726	52,558	56,099	67,231	79,943	94,472	111,116	130,306	
	41	28,875	37,172	42,666	44,764	48,069	52,937	56,515	67,730	80,535	95,172	111,940	131,271	2
	42	29,056	37,400	42,947	45,075	48,413	53,315	56,932	68,229	81,128	95,873	112,764	132,237	
	43	29,237	37,627	43,227	45,386	48,756	53,693	57,348	68,728	81,721	96,573	113,587	133,202	2
	44	29,418	37,854	43,508	45,697	49,099	54,071	57,765	69,226	82,314	97,274	114,411	134,167	
	45	29,599	38,082	43,789	46,008	49,443	54,449	58,181	69,725	82,906	97,975	115,234	135,132	2
	46	29,780	38,309	44,070	46,319	49,786	54,827	58,597	70,224	83,499	98,675	116,058	136,097	
	47	29,960	38,536	44,350	46,630	50,129	55,206	59,014	70,723	84,092	99,376	116,882	137,062	2
	48	30,141	38,764	44,631	46,941	50,473	55,584	59,430	71,222	84,685	100,077	117,705	138,027	
	49	30,322	38,991	44,912	47,251	50,816	55,962	59,847	71,720	85,277	100,777	118,529	138,992	2
	50	30,503	39,218	45,192	47,562	51,159	56,340	60,263	72,219	85,870	101,478	119,352	139,957	
	51	30,684	39,446	45,473	47,873	51,503	56,718	60,680	72,718	86,463	102,179	120,176	140,923	2
	52	30,865	39,673	45,754	48,184	51,846	57,096	61,096	73,217	87,056	102,879	121,000	141,888	
	53	31,046	39,901	46,035	48,495	52,190	57,475	61,512	73,716	87,648	103,580	121,823	142,500*	2
	54	31,227	40,128	46,315	48,806	52,533	57,853	61,929	74,214	88,241	104,281	122,647	142,500*	
	55	31,408	40,355	46,596	49,117	52,876	58,231	62,345	74,713	88,834	104,981	123,470	142,500*	1
	56	31,589	40,583	46,877	49,428	53,220	58,609	62,762	75,212	89,427	105,682	124,294	142,500*	1
	57	31,770	40,810	47,157	49,738	53,563	58,987	63,178	75,711	90,019	106,382	125,118	142,500*	1
	58	31,951	41,037	47,438	50,049	53,906	59,365	63,595	76,210	90,612	107,083	125,941	142,500*	1
	59	32,132	41,265	47,719	50,360	54,250	59,743	64,011	76,708	91,205	107,784	126,765	142,500*	1
	60	32,313	41,492	48,000	50,671	54,593	60,122	64,428	77,207	91,798	108,484	127,588	142,500*	1
61	32,494	41,719	48,280	50,982	54,936	60,500	64,844	77,706	92,391	109,185	128,412	142,500*		

Table 40: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

2003 Typist Special Pay Rates for
Employees at duty stations in the
following cities in California:

Coyote
Menlo Park
Moffett Field
Morgan Hill
Mountain View
Palo Alto
Redwood City
San Jose
Santa Clara
Sunnyvale
Union City

	STEP	CLASSIFICATION LEVEL			
		CL 21	CL 22	CL 23	
D E V E L O P M E N T A L R A N G E	01	20,518	23,424	28,126	Number of Steps for Annual Increase 4
	02	20,674	23,620	28,419	
	03	20,830	23,816	28,712	
	04	20,986	24,012	29,005	
	05	21,142	24,208	29,298	
	06	21,298	24,404	29,591	
	07	21,454	24,600	29,884	
	08	21,610	24,796	30,177	
	09	21,766	24,992	30,470	
	10	21,922	25,188	30,763	
	11	22,078	25,384	31,056	
	12	22,234	25,580	31,349	
	13	22,390	25,776	31,642	
	14	22,546	25,972	31,935	
	15	22,702	26,168	32,228	
	16	22,858	26,364	32,521	
	17	23,014	26,560	32,814	
	18	23,170	26,756	33,107	
	19	23,326	26,960	33,400	
	20	23,482	27,197	33,693	
F U L L P E R F O R M A N C E R A N G E	21	23,638	27,434	33,986	4
	22	23,794	27,672	34,279	
	23	23,950	27,909	34,572	
	24	24,106	28,146	34,865	
	25	24,262	28,384	35,158	
	26	24,418	28,621	35,451	
	27	24,574	28,858	35,744	
	28	24,730	29,096	36,037	
	29	24,886	29,333	36,330	
	30	25,042	29,570	36,623	
	31	25,198	29,807	36,916	
	32	25,354	30,045	37,209	
	33	25,510	30,282	37,502	
	34	25,666	30,519	37,795	
	35	25,822	30,757	38,088	
	36	25,978	30,994	38,381	
	37	26,134	31,231	38,674	
	38	26,290	31,469	38,967	
	39	26,446	31,706	39,260	
	40	26,602	31,943	39,553	
	41	26,758	32,181	39,846	
	42	26,914	32,418	40,139	
	43	27,070	32,655	40,432	
	44	27,226	32,893	40,725	
	45	27,382	33,130	41,018	
	46	27,538	33,367	41,311	
	47	27,694	33,605	41,604	
	48	27,850	33,842	41,897	
	49	28,006	34,079	42,190	
	50	28,162	34,316	42,483	
	51	28,318	34,554	42,776	
	52	28,474	34,791	43,069	
	53	28,630	35,028	43,362	
	54	28,786	35,266	43,655	
	55	28,942	35,503	43,948	
	56	29,098	35,740	44,241	
	57	29,254	35,978	44,534	
	58	29,410	36,215	44,827	
	59	29,566	36,452	45,120	
	60	29,722	36,690	45,413	
	61	29,878	36,927	45,706	

NOTE: These counties are located in the Northern District of California.

Table 41:

2003 Typist and Legal Technician/Clerk Special Pay Rates for Employees in Juneau, Alaska

	STEP	CLASS LEVEL		
		CL 21	CL 22	
D E V E L O P M E N T A L R A N G E	01	18,030	20,300	Number of Steps for Annual Increase 4
	02	18,186	20,496	
	03	18,342	20,692	
	04	18,498	20,888	
	05	18,654	21,084	
	06	18,810	21,280	
	07	18,966	21,476	
	08	19,122	21,672	
	09	19,278	21,868	
	10	19,434	22,064	
	11	19,590	22,260	
	12	19,746	22,456	
	13	19,902	22,652	
	14	20,058	22,848	
	15	20,214	23,044	
	16	20,370	23,240	
	17	20,526	23,436	
	18	20,682	23,632	
	19	20,838	23,828	
	20	20,994	24,024	
F U L L P E R F O R M A N C E R A N G E	21	21,150	24,220	4
	22	21,306	24,416	
	23	21,462	24,612	
	24	21,618	24,808	
	25	21,774	25,004	
	26	21,930	25,200	
	27	22,086	25,396	
	28	22,242	25,592	
	29	22,398	25,788	
	30	22,554	25,984	
	31	22,710	26,180	
	32	22,866	26,376	
	33	23,022	26,572	
	34	23,178	26,768	
	35	23,334	26,964	
	36	23,490	27,160	
	37	23,646	27,356	
	38	23,802	27,552	
	39	23,958	27,748	
	40	24,114	27,944	
	41	24,270	28,140	
	42	24,426	28,336	
	43	24,582	28,532	
	44	24,738	28,728	
	45	24,894	28,924	
	46	25,050	29,120	
	47	25,206	29,316	
	48	25,362	29,512	
	49	25,518	29,708	
	50	25,674	29,904	
	51	25,830	30,100	
	52	25,986	30,296	
	53	26,142	30,492	
	54	26,298	30,688	
	55	26,454	30,884	
	56	26,610	31,080	
	57	26,766	31,276	
	58	26,922	31,472	
	59	27,078	31,668	
	60	27,234	31,864	
	61	27,390	32,060	

Table 43: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA

2003 Typist Special Pay Rates for Employees at Duty Stations in Ventura County, California

	STEP	CLASS LEVEL		
		CL 21	CL 22	
D E V E L O P M E N T A L R A N G E	01	18,652	22,056	Number of Steps for Annual Increase
	02	18,808	22,287	
	03	18,964	22,518	
	04	19,120	22,749	
	05	19,276	22,979	
	06	19,432	23,210	
	07	19,588	23,441	
	08	19,744	23,671	
	09	19,900	23,902	
	10	20,056	24,133	
	11	20,212	24,364	
	12	20,368	24,594	
	13	20,524	24,825	
	14	20,680	25,056	
	15	20,836	25,286	
	16	20,992	25,517	
	17	21,148	25,748	
	18	21,304	25,979	
	19	21,460	26,209	
	20	21,616	26,440	
F U L L P E R F O R M A N C E R A N G E	21	21,772	26,671	4
	22	21,928	26,901	
	23	22,084	27,132	
	24	22,240	27,363	
	25	22,396	27,594	
	26	22,552	27,824	
	27	22,708	28,055	
	28	22,864	28,286	
	29	23,020	28,516	4
	30	23,176	28,747	
	31	23,332	28,978	
	32	23,488	29,209	
	33	23,644	29,439	4
	34	23,800	29,670	
	35	23,956	29,901	
	36	24,112	30,131	
	37	24,268	30,362	2
	38	24,424	30,593	
	39	24,580	30,824	2
	40	24,736	31,054	
	41	24,907	31,285	2
	42	25,091	31,516	
	43	25,275	31,746	2
	44	25,458	31,977	
	45	25,642	32,208	2
	46	25,826	32,439	
	47	26,009	32,669	2
	48	26,193	32,900	
	49	26,376	33,131	2
	50	26,560	33,361	
	51	26,744	33,592	2
	52	26,927	33,823	
	53	27,111	34,054	2
	54	27,295	34,284	
	55	27,478	34,515	1
	56	27,662	34,746	
	57	27,845	34,976	1
	58	28,029	35,207	
	59	28,213	35,438	1
	60	28,396	35,668	
	61	28,580	35,899	

NOTE: Ventura County is in the Central District of California.

Table 44: SAN DIEGO, CA MSA

2003 Legal Technician Special Pay Rates for Employees in San Diego, California

	STEP	CLASS LEVEL		
		CL 22	CL 23	
D E V E L O P M E N T A L R A N G E	01	24,205	27,101	Number of Steps for Annual Increase
	02	24,401	27,343	
	03	24,597	27,585	
	04	24,793	27,827	
	05	24,989	28,069	
	06	25,185	28,311	
	07	25,381	28,553	
	08	25,577	28,795	
	09	25,773	29,037	
	10	25,969	29,279	
	11	26,165	29,521	
	12	26,361	29,763	
	13	26,557	30,005	
	14	26,753	30,247	
	15	26,949	30,489	
	16	27,145	30,731	
	17	27,341	30,973	
	18	27,537	31,215	
	19	27,733	31,466	
	20	27,929	31,742	
F U L L P E R F O R M A N C E R A N G E	21	28,125	32,018	4
	22	28,321	32,294	
	23	28,517	32,570	
	24	28,713	32,846	
	25	28,909	33,123	
	26	29,105	33,399	
	27	29,301	33,675	
	28	29,497	33,951	
	29	29,693	34,227	4
	30	29,889	34,503	
	31	30,085	34,779	
	32	30,281	35,055	
	33	30,477	35,331	4
	34	30,673	35,607	
	35	30,869	35,883	
	36	31,065	36,159	
	37	31,261	36,435	2
	38	31,457	36,711	
	39	31,653	36,987	2
	40	31,849	37,263	
	41	32,045	37,539	2
	42	32,241	37,815	
	43	32,437	38,091	2
	44	32,633	38,367	
	45	32,829	38,643	2
	46	33,025	38,920	
	47	33,221	39,196	2
	48	33,417	39,472	
	49	33,613	39,748	2
	50	33,809	40,024	
	51	34,005	40,300	2
	52	34,201	40,576	
	53	34,397	40,852	2
	54	34,593	41,128	
	55	34,789	41,404	1
	56	34,985	41,680	
	57	35,181	41,956	1
	58	35,377	42,232	
	59	35,573	42,508	1
	60	35,769	42,784	
	61	35,965	43,060	

Table 51: ATLANTA, GA MSA

2003 Pay Rates of the Court Personnel System with 10.85% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,539	20,771	25,749	28,517	31,498	34,686	38,088	45,657	54,302	64,166	75,489	88,553	Number of Steps for Annual Increase
	02	16,712	20,988	26,018	28,814	31,826	35,047	38,486	46,134	54,869	64,835	76,276	89,475	
	03	16,885	21,206	26,286	29,111	32,154	35,409	38,884	46,610	55,435	65,505	77,063	90,397	
	04	17,058	21,423	26,554	29,409	32,482	35,770	39,282	47,087	56,001	66,174	77,850	91,319	
	05	17,231	21,640	26,822	29,706	32,810	36,132	39,680	47,564	56,568	66,844	78,637	92,242	
	06	17,403	21,857	27,091	30,003	33,139	36,493	40,078	48,040	57,134	67,513	79,424	93,164	
	07	17,576	22,075	27,359	30,300	33,467	36,854	40,476	48,517	57,701	68,183	80,211	94,086	
	08	17,749	22,292	27,627	30,597	33,795	37,216	40,874	48,993	58,267	68,852	80,998	95,008	
	09	17,922	22,509	27,895	30,894	34,123	37,577	41,272	49,470	58,834	69,522	81,785	95,931	
	10	18,095	22,726	28,164	31,191	34,451	37,938	41,670	49,947	59,400	70,191	82,572	96,853	
	11	18,268	22,944	28,432	31,488	34,779	38,300	42,068	50,423	59,967	70,861	83,359	97,775	
	12	18,441	23,161	28,700	31,785	35,107	38,661	42,466	50,900	60,533	71,530	84,146	98,698	
	13	18,614	23,378	28,968	32,082	35,435	39,023	42,863	51,377	61,099	72,200	84,933	99,620	
	14	18,787	23,596	29,237	32,379	35,764	39,384	43,261	51,853	61,666	72,869	85,720	100,542	
	15	18,960	23,813	29,505	32,676	36,092	39,745	43,659	52,330	62,232	73,539	86,507	101,464	
	16	19,133	24,030	29,773	32,973	36,420	40,107	44,057	52,807	62,799	74,209	87,294	102,387	
	17	19,306	24,247	30,041	33,271	36,748	40,468	44,455	53,283	63,365	74,878	88,081	103,309	
	18	19,479	24,465	30,310	33,568	37,076	40,829	44,853	53,760	63,932	75,548	88,868	104,231	
	19	19,651	24,682	30,578	33,865	37,404	41,191	45,251	54,237	64,498	76,217	89,655	105,153	
	20	19,824	24,899	30,846	34,162	37,732	41,552	45,649	54,713	65,065	76,887	90,443	106,076	
FULL PERFORMANCE RANGE	21	19,997	25,116	31,114	34,459	38,060	41,913	46,047	55,190	65,631	77,556	91,230	106,998	4
	22	20,170	25,334	31,383	34,756	38,388	42,275	46,445	55,667	66,197	78,226	92,017	107,920	
	23	20,343	25,551	31,651	35,053	38,717	42,636	46,843	56,143	66,764	78,895	92,804	108,843	
	24	20,516	25,768	31,919	35,350	39,045	42,998	47,241	56,620	67,330	79,565	93,591	109,765	
	25	20,689	25,985	32,188	35,647	39,373	43,359	47,639	57,097	67,897	80,234	94,378	110,687	
	26	20,862	26,203	32,456	35,944	39,701	43,720	48,037	57,573	68,463	80,904	95,165	111,609	
	27	21,035	26,420	32,724	36,241	40,029	44,082	48,435	58,050	69,030	81,573	95,952	112,532	
	28	21,208	26,637	32,992	36,538	40,357	44,443	48,833	58,527	69,596	82,243	96,739	113,454	
	29	21,381	26,855	33,261	36,835	40,685	44,804	49,231	59,003	70,163	82,912	97,526	114,376	4
	30	21,554	27,072	33,529	37,133	41,013	45,166	49,629	59,480	70,729	83,582	98,313	115,298	
	31	21,727	27,289	33,797	37,430	41,342	45,527	50,027	59,957	71,295	84,252	99,100	116,221	
	32	21,900	27,506	34,065	37,727	41,670	45,888	50,425	60,433	71,862	84,921	99,887	117,143	
	33	22,072	27,724	34,334	38,024	41,998	46,250	50,823	60,910	72,428	85,591	100,674	118,065	4
	34	22,245	27,941	34,602	38,321	42,326	46,611	51,220	61,387	72,995	86,260	101,461	118,987	
	35	22,418	28,158	34,870	38,618	42,654	46,973	51,618	61,863	73,561	86,930	102,248	119,910	
	36	22,591	28,375	35,138	38,915	42,982	47,334	52,016	62,340	74,128	87,599	103,035	120,832	
	37	22,764	28,593	35,407	39,212	43,310	47,695	52,414	62,816	74,694	88,269	103,822	121,754	2
	38	22,937	28,810	35,675	39,509	43,638	48,057	52,812	63,293	75,260	88,938	104,609	122,677	
	39	23,110	29,027	35,943	39,806	43,966	48,418	53,210	63,770	75,827	89,608	105,396	123,599	2
	40	23,283	29,244	36,211	40,103	44,295	48,780	53,608	64,246	76,393	90,277	106,183	124,521	
	41	23,456	29,462	36,480	40,400	44,623	49,141	54,006	64,723	76,960	90,947	106,970	125,443	2
	42	23,629	29,679	36,748	40,697	44,951	49,502	54,404	65,200	77,526	91,616	107,757	126,366	
	43	23,802	29,896	37,016	40,995	45,279	49,864	54,802	65,676	78,093	92,286	108,544	127,288	2
	44	23,975	30,114	37,284	41,292	45,607	50,225	55,200	66,153	78,659	92,955	109,331	128,210	
	45	24,148	30,331	37,553	41,589	45,935	50,586	55,598	66,630	79,226	93,625	110,118	129,132	2
	46	24,320	30,548	37,821	41,886	46,263	50,948	55,996	67,106	79,792	94,295	110,905	130,055	
	47	24,493	30,765	38,089	42,183	46,591	51,309	56,394	67,583	80,358	94,964	111,692	130,977	2
	48	24,666	30,983	38,357	42,480	46,919	51,671	56,792	68,060	80,925	95,634	112,479	131,899	
	49	24,839	31,200	38,626	42,777	47,248	52,032	57,190	68,536	81,491	96,303	113,267	132,822	2
	50	25,012	31,417	38,894	43,074	47,576	52,393	57,588	69,013	82,058	96,973	114,054	133,744	
	51	25,185	31,634	39,162	43,371	47,904	52,755	57,986	69,490	82,624	97,642	114,841	134,666	2
	52	25,358	31,852	39,430	43,668	48,232	53,116	58,384	69,966	83,191	98,312	115,628	135,588	
	53	25,531	32,069	39,699	43,965	48,560	53,477	58,782	70,443	83,757	98,981	116,415	136,511	2
	54	25,704	32,286	39,967	44,262	48,888	53,839	59,179	70,920	84,324	99,651	117,202	137,433	
	55	25,877	32,503	40,235	44,559	49,216	54,200	59,577	71,396	84,890	100,320	117,989	138,355	1
	56	26,050	32,721	40,503	44,857	49,544	54,561	59,975	71,873	85,456	100,990	118,776	139,006	
	57	26,223	32,938	40,772	45,154	49,873	54,923	60,373	72,350	86,023	101,659	119,563	139,006	1
	58	26,396	33,155	41,040	45,451	50,201	55,284	60,771	72,826	86,589	102,329	120,350	139,006	
	59	26,569	33,373	41,308	45,748	50,529	55,646	61,169	73,303	87,156	102,998	121,137	139,006	1
	60	26,741	33,590	41,577	46,045	50,857	56,007	61,567	73,780	87,722	103,668	121,924	139,006	
	61	26,914	33,807	41,845	46,342	51,185	56,368	61,965	74,256	88,289	104,338	122,711	139,006	

Table 52: BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT CMSA

2003 Pay Rates of the Court Personnel System with 15.00% Locality Pay Differential
Includes the State of Rhode Island and Bristol County, MA.

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,158	21,549	26,713	29,585	32,677	35,985	39,514	47,366	56,335	66,568	78,315	91,868	Number of Steps for Annual Increase
	02	17,337	21,774	26,992	29,893	33,018	36,360	39,927	47,861	56,923	67,262	79,132	92,825	
	03	17,517	22,000	27,270	30,201	33,358	36,734	40,340	48,355	57,510	67,957	79,948	93,781	
	04	17,696	22,225	27,548	30,510	33,698	37,109	40,753	48,850	58,098	68,652	80,765	94,738	
	05	17,876	22,450	27,827	30,818	34,039	37,484	41,165	49,344	58,686	69,346	81,581	95,695	
	06	18,055	22,676	28,105	31,126	34,370	37,859	41,578	49,839	59,273	70,041	82,398	96,652	
	07	18,234	22,901	28,383	31,434	34,720	38,234	41,991	50,333	59,861	70,735	83,214	97,609	
	08	18,414	23,127	28,661	31,742	35,060	38,609	42,404	50,828	60,449	71,430	84,031	98,565	
	09	18,593	23,352	28,940	32,051	35,400	38,984	42,817	51,322	61,036	72,125	84,847	99,522	
	10	18,773	23,577	29,218	32,359	35,741	39,359	43,230	51,817	61,624	72,819	85,664	100,479	
	11	18,952	23,803	29,496	32,667	36,081	39,734	43,643	52,311	62,212	73,514	86,480	101,436	
	12	19,131	24,028	29,775	32,975	36,422	40,109	44,055	52,806	62,799	74,208	87,297	102,393	
	13	19,311	24,254	30,053	33,283	36,762	40,483	44,468	53,300	63,387	74,903	88,113	103,349	
	14	19,490	24,479	30,331	33,592	37,102	40,858	44,881	53,795	63,975	75,598	88,930	104,306	
	15	19,670	24,704	30,610	33,900	37,443	41,233	45,294	54,289	64,562	76,292	89,746	105,263	
	16	19,849	24,930	30,888	34,208	37,783	41,608	45,707	54,784	65,150	76,987	90,563	106,220	
	17	20,028	25,155	31,166	34,516	38,124	41,983	46,120	55,278	65,737	77,681	91,379	107,177	
	18	20,208	25,381	31,444	34,824	38,464	42,358	46,532	55,773	66,325	78,376	92,196	108,133	
	19	20,387	25,606	31,723	35,133	38,804	42,733	46,945	56,267	66,913	79,071	93,012	109,090	
	20	20,567	25,831	32,001	35,441	39,145	43,108	47,358	56,762	67,500	79,765	93,829	110,047	
FULL PERFORMANCE RANGE	21	20,746	26,057	32,279	35,749	39,485	43,483	47,771	57,256	68,088	80,460	94,645	111,004	4
	22	20,925	26,282	32,558	36,057	39,826	43,858	48,184	57,751	68,676	81,154	95,462	111,961	
	23	21,105	26,508	32,836	36,365	40,166	44,232	48,597	58,245	69,263	81,849	96,278	112,917	
	24	21,284	26,733	33,114	36,674	40,506	44,607	49,010	58,740	69,851	82,544	97,095	113,874	
	25	21,464	26,958	33,393	36,982	40,847	44,982	49,422	59,234	70,439	83,238	97,911	114,831	
	26	21,643	27,184	33,671	37,290	41,187	45,357	49,835	59,729	71,026	83,933	98,728	115,788	
	27	21,822	27,409	33,949	37,598	41,528	45,732	50,248	60,223	71,614	84,627	99,544	116,745	
	28	22,002	27,635	34,227	37,906	41,868	46,107	50,661	60,718	72,202	85,322	100,361	117,701	
	29	22,181	27,860	34,506	38,215	42,208	46,482	51,074	61,212	72,789	86,017	101,177	118,658	4
	30	22,361	28,085	34,784	38,523	42,549	46,857	51,487	61,707	73,377	86,711	101,994	119,615	
	31	22,540	28,311	35,062	38,831	42,889	47,232	51,900	62,201	73,965	87,406	102,810	120,572	
	32	22,719	28,536	35,341	39,139	43,230	47,607	52,312	62,696	74,552	88,100	103,627	121,529	
	33	22,899	28,762	35,619	39,447	43,570	47,981	52,725	63,190	75,140	88,795	104,443	122,485	4
	34	23,078	28,987	35,897	39,756	43,910	48,356	53,138	63,685	75,728	89,490	105,260	123,442	
	35	23,258	29,212	36,176	40,064	44,251	48,731	53,551	64,179	76,315	90,184	106,076	124,399	
	36	23,437	29,438	36,454	40,372	44,591	49,106	53,964	64,674	76,903	90,879	106,893	125,356	
	37	23,616	29,663	36,732	40,680	44,932	49,481	54,377	65,168	77,490	91,573	107,709	126,313	2
	38	23,796	29,889	37,010	40,988	45,272	49,856	54,789	65,663	78,078	92,268	108,526	127,269	
	39	23,975	30,114	37,289	41,297	45,612	50,231	55,202	66,157	78,666	92,963	109,342	128,226	2
	40	24,155	30,339	37,567	41,605	45,953	50,606	55,615	66,652	79,253	93,657	110,159	129,183	
	41	24,334	30,565	37,845	41,913	46,293	50,981	56,028	67,146	79,841	94,352	110,975	130,140	2
	42	24,513	30,790	38,124	42,221	46,634	51,356	56,441	67,641	80,429	95,046	111,792	131,097	
	43	24,693	31,016	38,402	42,529	46,974	51,730	56,854	68,135	81,016	95,741	112,608	132,053	2
	44	24,872	31,241	38,680	42,838	47,314	52,105	57,267	68,630	81,604	96,436	113,425	133,010	
	45	25,052	31,466	38,959	43,146	47,655	52,480	57,679	69,124	82,192	97,130	114,241	133,967	2
	46	25,231	31,692	39,237	43,454	47,995	52,855	58,092	69,619	82,779	97,825	115,058	134,924	
	47	25,410	31,917	39,515	43,762	48,336	53,230	58,505	70,113	83,367	98,519	115,874	135,881	2
	48	25,590	32,143	39,793	44,070	48,676	53,605	58,918	70,608	83,955	99,214	116,691	136,837	
	49	25,769	32,368	40,072	44,379	49,016	53,980	59,331	71,102	84,542	99,909	117,507	137,794	2
	50	25,949	32,593	40,350	44,687	49,357	54,355	59,744	71,597	85,130	100,603	118,324	138,751	
	51	26,128	32,819	40,628	44,995	49,697	54,730	60,157	72,091	85,718	101,298	119,140	139,708	2
	52	26,307	33,044	40,907	45,303	50,038	55,105	60,569	72,586	86,305	101,992	119,957	140,665	
	53	26,487	33,270	41,185	45,611	50,378	55,479	60,982	73,080	86,893	102,687	120,773	141,621	2
	54	26,666	33,495	41,463	45,920	50,718	55,854	61,395	73,575	87,481	103,382	121,590	142,500 *	
	55	26,846	33,720	41,742	46,228	51,059	56,229	61,808	74,069	88,068	104,076	122,406	142,500 *	1
	56	27,025	33,946	42,020	46,536	51,399	56,604	62,221	74,564	88,656	104,771	123,223	142,500 *	
	57	27,204	34,171	42,298	46,844	51,740	56,979	62,634	75,058	89,243	105,465	124,039	142,500 *	1
	58	27,384	34,397	42,576	47,152	52,080	57,354	63,046	75,553	89,831	106,160	124,856	142,500 *	
	59	27,563	34,622	42,855	47,461	52,420	57,729	63,459	76,047	90,419	106,855	125,672	142,500 *	1
	60	27,743	34,847	43,133	47,769	52,761	58,104	63,872	76,542	91,006	107,549	126,489	142,500 *	
	61	27,922	35,073	43,411	48,077	53,101	58,479	64,285	77,036	91,594	108,244	127,305	142,500 *	

Table 53: CHICAGO-GARY-KENOSHA, IL-IN-WI CMSA

2003 Pay Rates of the Court Personnel System with 16.15% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,330	21,764	26,980	29,881	33,004	36,344	39,909	47,840	56,898	67,233	79,098	92,786	Number of Steps for Annual Increase
	02	17,511	21,992	27,262	30,192	33,348	36,723	40,326	48,339	57,492	67,935	79,923	93,753	
	03	17,692	22,219	27,543	30,503	33,692	37,102	40,743	48,839	58,085	68,637	80,747	94,719	
	04	17,873	22,447	27,824	30,815	34,035	37,480	41,160	49,338	58,679	69,338	81,572	95,686	
	05	18,054	22,675	28,105	31,126	34,379	37,859	41,577	49,838	59,273	70,040	82,397	96,652	
	06	18,236	22,902	28,386	31,437	34,723	38,238	41,994	50,337	59,866	70,741	83,221	97,618	
	07	18,417	23,130	28,667	31,748	35,067	38,616	42,411	50,837	60,460	71,443	84,046	98,585	
	08	18,598	23,358	28,948	32,060	35,411	38,995	42,828	51,336	61,053	72,144	84,871	99,551	
	09	18,779	23,585	29,229	32,371	35,754	39,374	43,245	51,835	61,647	72,846	85,695	100,517	
	10	18,960	23,813	29,510	32,682	36,098	39,752	43,662	52,335	62,240	73,547	86,520	101,484	
	11	19,142	24,041	29,791	32,994	36,442	40,131	44,079	52,834	62,834	74,249	87,345	102,450	
	12	19,323	24,268	30,072	33,305	36,786	40,510	44,496	53,334	63,427	74,950	88,169	103,416	
	13	19,504	24,496	30,353	33,616	37,130	40,888	44,913	53,833	64,021	75,652	88,994	104,383	
	14	19,685	24,724	30,635	33,927	37,473	41,267	45,330	54,333	64,614	76,354	89,819	105,349	
	15	19,866	24,951	30,916	34,239	37,817	41,646	45,747	54,832	65,208	77,055	90,643	106,316	
	16	20,047	25,179	31,197	34,550	38,161	42,024	46,164	55,332	65,801	77,757	91,468	107,282	
	17	20,229	25,407	31,478	34,861	38,505	42,403	46,581	55,831	66,395	78,458	92,293	108,248	
	18	20,410	25,634	31,759	35,173	38,849	42,782	46,998	56,330	66,988	79,160	93,117	109,215	
	19	20,591	25,862	32,040	35,484	39,192	43,160	47,415	56,830	67,582	79,861	93,942	110,181	
	20	20,772	26,090	32,321	35,795	39,536	43,539	47,832	57,329	68,175	80,563	94,767	111,147	
FULL PERFORMANCE RANGE	21	20,953	26,317	32,602	36,106	39,880	43,917	48,249	57,829	68,769	81,264	95,591	112,114	4
	22	21,135	26,545	32,883	36,418	40,224	44,296	48,666	58,328	69,362	81,966	96,416	113,080	
	23	21,316	26,773	33,164	36,729	40,568	44,675	49,083	58,828	69,956	82,667	97,241	114,047	
	24	21,497	27,000	33,445	37,040	40,912	45,053	49,500	59,327	70,550	83,369	98,065	115,013	
	25	21,678	27,228	33,726	37,352	41,255	45,432	49,917	59,827	71,143	84,071	98,890	115,979	4
	26	21,859	27,456	34,008	37,663	41,599	45,811	50,334	60,326	71,737	84,772	99,715	116,946	
	27	22,041	27,683	34,289	37,974	41,943	46,189	50,751	60,825	72,330	85,474	100,539	117,912	
	28	22,222	27,911	34,570	38,285	42,287	46,568	51,168	61,325	72,924	86,175	101,364	118,878	
	29	22,403	28,138	34,851	38,597	42,631	46,947	51,585	61,824	73,517	86,877	102,189	119,845	4
	30	22,584	28,366	35,132	38,908	42,974	47,325	52,002	62,324	74,111	87,578	103,013	120,811	
	31	22,765	28,594	35,413	39,219	43,318	47,704	52,418	62,823	74,704	88,280	103,838	121,777	
	32	22,947	28,821	35,694	39,530	43,662	48,083	52,835	63,323	75,298	88,981	104,663	122,744	
	33	23,128	29,049	35,975	39,842	44,006	48,461	53,252	63,822	75,891	89,683	105,487	123,710	4
	34	23,309	29,277	36,256	40,153	44,350	48,840	53,669	64,322	76,485	90,384	106,312	124,677	
	35	23,490	29,504	36,537	40,464	44,693	49,219	54,086	64,821	77,078	91,086	107,137	125,643	
	36	23,671	29,732	36,818	40,776	45,037	49,597	54,503	65,320	77,672	91,788	107,961	126,609	
	37	23,853	29,960	37,099	41,087	45,381	49,976	54,920	65,820	78,265	92,489	108,786	127,576	2
	38	24,034	30,187	37,381	41,398	45,725	50,355	55,337	66,319	78,859	93,191	109,611	128,542	
	39	24,215	30,415	37,662	41,709	46,069	50,733	55,754	66,819	79,452	93,892	110,435	129,508	
	40	24,396	30,643	37,943	42,021	46,412	51,112	56,171	67,318	80,046	94,594	111,260	130,475	
	41	24,577	30,870	38,224	42,332	46,756	51,490	56,588	67,818	80,639	95,295	112,085	131,441	2
	42	24,759	31,098	38,505	42,643	47,100	51,869	57,005	68,317	81,233	95,997	112,909	132,408	
	43	24,940	31,326	38,786	42,955	47,444	52,248	57,422	68,817	81,827	96,698	113,734	133,374	
	44	25,121	31,553	39,067	43,266	47,788	52,626	57,839	69,316	82,420	97,400	114,559	134,340	
	45	25,302	31,781	39,348	43,577	48,131	53,005	58,256	69,815	83,014	98,101	115,383	135,307	2
	46	25,483	32,009	39,629	43,888	48,475	53,384	58,673	70,315	83,607	98,803	116,208	136,273	
	47	25,665	32,236	39,910	44,200	48,819	53,762	59,090	70,814	84,201	99,505	117,033	137,239	
	48	25,846	32,464	40,191	44,511	49,163	54,141	59,507	71,314	84,794	100,206	117,857	138,206	
	49	26,027	32,692	40,472	44,822	49,507	54,520	59,924	71,813	85,388	100,908	118,682	139,172	2
	50	26,208	32,919	40,754	45,134	49,850	54,898	60,341	72,313	85,981	101,609	119,507	140,138	
	51	26,389	33,147	41,035	45,445	50,194	55,277	60,758	72,812	86,575	102,311	120,331	141,105	
	52	26,570	33,375	41,316	45,756	50,538	55,656	61,175	73,312	87,168	103,012	121,156	142,071	
	53	26,752	33,602	41,597	46,067	50,882	56,034	61,592	73,811	87,762	103,714	121,981	142,500 *	2
	54	26,933	33,830	41,878	46,379	51,226	56,413	62,009	74,310	88,355	104,415	122,805	142,500 *	
	55	27,114	34,058	42,159	46,690	51,569	56,792	62,426	74,810	88,949	105,117	123,630	142,500 *	
	56	27,295	34,285	42,440	47,001	51,913	57,170	62,843	75,309	89,542	105,818	124,455	142,500 *	
	57	27,476	34,513	42,721	47,313	52,257	57,549	63,260	75,809	90,136	106,520	125,279	142,500 *	1
	58	27,658	34,740	43,002	47,624	52,601	57,927	63,677	76,308	90,729	107,222	126,104	142,500 *	
	59	27,839	34,968	43,283	47,935	52,945	58,306	64,094	76,808	91,323	107,923	126,929	142,500 *	
	60	28,020	35,196	43,564	48,246	53,288	58,685	64,511	77,307	91,916	108,625	127,753	142,500 *	
	61	28,201	35,423	43,845	48,558	53,632	59,063	64,928	77,807	92,510	109,326	128,578	142,500 *	

Table 54: CINCINNATI-HAMILTON, OH-KY-IN CMSA

2003 Pay Rates of the Court Personnel System with 13.44% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,925	21,256	26,351	29,184	32,234	35,497	38,978	46,724	55,571	65,665	77,253	90,622	Number of Steps for Annual Increase
	02	17,102	21,479	26,626	29,488	32,570	35,866	39,385	47,211	56,151	66,350	78,058	91,565	
	03	17,279	21,701	26,900	29,792	32,906	36,236	39,792	47,699	56,730	67,035	78,863	92,509	
	04	17,456	21,923	27,175	30,096	33,241	36,606	40,200	48,187	57,310	67,720	79,669	93,453	
	05	17,633	22,146	27,449	30,400	33,577	36,976	40,607	48,675	57,890	68,405	80,474	94,397	
	06	17,810	22,368	27,724	30,704	33,913	37,346	41,014	49,163	58,469	69,091	81,280	95,341	
	07	17,987	22,590	27,998	31,008	34,249	37,715	41,421	49,650	59,049	69,776	82,085	96,284	
	08	18,164	22,813	28,273	31,312	34,584	38,085	41,829	50,138	59,629	70,461	82,891	97,228	
	09	18,341	23,035	28,547	31,616	34,920	38,455	42,236	50,626	60,208	71,146	83,696	98,172	
	10	18,518	23,257	28,822	31,920	35,256	38,825	42,643	51,114	60,788	71,831	84,501	99,116	
	11	18,695	23,480	29,096	32,224	35,592	39,195	43,050	51,602	61,368	72,517	85,307	100,060	
	12	18,872	23,702	29,371	32,528	35,928	39,564	43,458	52,089	61,947	73,202	86,112	101,004	
	13	19,049	23,924	29,645	32,832	36,263	39,934	43,865	52,577	62,527	73,887	86,918	101,947	
	14	19,226	24,147	29,920	33,136	36,599	40,304	44,272	53,065	63,107	74,572	87,723	102,891	
	15	19,403	24,369	30,194	33,440	36,935	40,674	44,679	53,553	63,686	75,257	88,529	103,835	
	16	19,580	24,592	30,469	33,744	37,271	41,044	45,087	54,041	64,266	75,942	89,334	104,779	
	17	19,757	24,814	30,743	34,048	37,606	41,414	45,494	54,528	64,846	76,628	90,139	105,723	
	18	19,934	25,036	31,018	34,352	37,942	41,783	45,901	55,016	65,425	77,313	90,945	106,666	
	19	20,111	25,259	31,292	34,656	38,278	42,153	46,308	55,504	66,005	77,998	91,750	107,610	
	20	20,288	25,481	31,567	34,960	38,614	42,523	46,716	55,992	66,585	78,683	92,556	108,554	
FULL PERFORMANCE RANGE	21	20,465	25,703	31,841	35,264	38,950	42,893	47,127	56,480	67,164	79,368	93,361	109,498	4
	22	20,642	25,926	32,116	35,568	39,285	43,263	47,530	56,967	67,744	80,053	94,167	110,442	
	23	20,819	26,148	32,391	35,872	39,621	43,632	47,937	57,455	68,324	80,739	94,972	111,386	
	24	20,995	26,370	32,665	36,176	39,957	44,002	48,345	57,943	68,903	81,424	95,777	112,329	
	25	21,172	26,593	32,940	36,480	40,293	44,372	48,752	58,431	69,483	82,109	96,583	113,273	4
	26	21,349	26,815	33,214	36,784	40,629	44,742	49,159	58,918	70,063	82,794	97,388	114,217	
	27	21,526	27,037	33,489	37,088	40,964	45,112	49,566	59,406	70,642	83,479	98,194	115,161	
	28	21,703	27,260	33,763	37,392	41,300	45,481	49,974	59,894	71,222	84,165	98,999	116,105	
	29	21,880	27,482	34,038	37,696	41,636	45,851	50,381	60,382	71,802	84,850	99,805	117,049	4
	30	22,057	27,704	34,312	38,000	41,972	46,221	50,788	60,870	72,382	85,535	100,610	117,992	
	31	22,234	27,927	34,587	38,304	42,307	46,591	51,195	61,357	72,961	86,220	101,415	118,936	
	32	22,411	28,149	34,861	38,608	42,643	46,961	51,603	61,845	73,541	86,905	102,221	119,880	
	33	22,588	28,371	35,136	38,912	42,979	47,331	52,010	62,333	74,121	87,590	103,026	120,824	4
	34	22,765	28,594	35,410	39,216	43,315	47,700	52,417	62,821	74,700	88,276	103,832	121,768	
	35	22,942	28,816	35,685	39,520	43,651	48,070	52,824	63,309	75,280	88,961	104,637	122,711	
	36	23,119	29,038	35,959	39,824	43,986	48,440	53,232	63,796	75,860	89,646	105,442	123,655	
	37	23,296	29,261	36,234	40,128	44,322	48,810	53,639	64,284	76,439	90,331	106,248	124,599	2
	38	23,473	29,483	36,508	40,432	44,658	49,180	54,046	64,772	77,019	91,016	107,053	125,543	
	39	23,650	29,705	36,783	40,736	44,994	49,549	54,453	65,260	77,599	91,701	107,859	126,487	
	40	23,827	29,928	37,057	41,040	45,329	49,919	54,861	65,748	78,178	92,387	108,664	127,431	
	41	24,004	30,150	37,332	41,344	45,665	50,289	55,268	66,235	78,758	93,072	109,470	128,374	2
	42	24,181	30,372	37,606	41,648	46,001	50,659	55,675	66,723	79,338	93,757	110,275	129,318	
	43	24,358	30,595	37,881	41,952	46,337	51,029	56,082	67,211	79,917	94,442	111,080	130,262	
	44	24,535	30,817	38,156	42,256	46,673	51,399	56,490	67,699	80,497	95,127	111,886	131,206	
	45	24,712	31,039	38,430	42,560	47,008	51,768	56,897	68,187	81,077	95,813	112,691	132,150	2
	46	24,889	31,262	38,705	42,864	47,344	52,138	57,304	68,674	81,656	96,498	113,497	133,093	
	47	25,066	31,484	38,979	43,168	47,680	52,508	57,711	69,162	82,236	97,183	114,302	134,037	
	48	25,243	31,706	39,254	43,472	48,016	52,878	58,119	69,650	82,816	97,868	115,108	134,981	
	49	25,420	31,929	39,528	43,776	48,352	53,248	58,526	70,138	83,395	98,553	115,913	135,925	2
	50	25,597	32,151	39,803	44,081	48,687	53,617	58,933	70,625	83,975	99,238	116,718	136,869	
	51	25,774	32,374	40,077	44,385	49,023	53,987	59,340	71,113	84,555	99,924	117,524	137,813	
	52	25,951	32,596	40,352	44,689	49,359	54,357	59,748	71,601	85,134	100,609	118,329	138,756	
	53	26,128	32,818	40,626	44,993	49,695	54,727	60,155	72,089	85,714	101,294	119,135	139,700	2
	54	26,304	33,041	40,901	45,297	50,030	55,097	60,562	72,577	86,294	101,979	119,940	140,644	
	55	26,481	33,263	41,175	45,601	50,366	55,466	60,969	73,064	86,873	102,664	120,746	141,588	
	56	26,658	33,485	41,450	45,905	50,702	55,836	61,377	73,552	87,453	103,350	121,551	142,532	
	57	26,835	33,708	41,724	46,209	51,038	56,206	61,784	74,040	88,033	104,035	122,356	142,554	1
	58	27,012	33,930	41,999	46,513	51,374	56,576	62,191	74,528	88,613	104,720	123,162	142,554	
	59	27,189	34,152	42,273	46,817	51,709	56,946	62,598	75,016	89,192	105,405	123,967	142,554	
	60	27,366	34,375	42,548	47,121	52,045	57,316	63,006	75,503	89,772	106,090	124,773	142,554	
	61	27,543	34,597	42,822	47,425	52,381	57,685	63,413	75,991	90,352	106,775	125,578	142,554	

Table 55: CLEVELAND-AKRON, OH CMSA

2003 Pay Rates of the Court Personnel System with 11.50% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,636	20,893	25,900	28,684	31,683	34,889	38,311	45,925	54,621	64,542	75,932	89,072	Number of Steps for Annual Increase
	02	16,810	21,111	26,170	28,983	32,013	35,253	38,712	46,404	55,190	65,215	76,723	89,999	
	03	16,984	21,330	26,440	29,282	32,343	35,616	39,112	46,884	55,760	65,889	77,515	90,927	
	04	17,158	21,548	26,710	29,581	32,673	35,980	39,512	47,363	56,330	66,562	78,306	91,855	
	05	17,332	21,767	26,980	29,880	33,003	36,343	39,913	47,842	56,900	67,236	79,098	92,782	
	06	17,506	21,986	27,249	30,179	33,333	36,707	40,313	48,322	57,469	67,909	79,890	93,710	
	07	17,679	22,204	27,519	30,477	33,663	37,070	40,713	48,801	58,039	68,583	80,681	94,638	
	08	17,853	22,423	27,789	30,776	33,993	37,434	41,113	49,281	58,609	69,256	81,473	95,566	
	09	18,027	22,641	28,059	31,075	34,323	37,797	41,514	49,760	59,179	69,929	82,265	96,493	
	10	18,201	22,860	28,329	31,374	34,653	38,161	41,914	50,240	59,748	70,603	83,056	97,421	
FULL PERFORMANCE RANGE	11	18,375	23,078	28,599	31,673	34,983	38,524	42,314	50,719	60,318	71,276	83,848	98,349	
	12	18,549	23,297	28,868	31,972	35,313	38,888	42,715	51,199	60,888	71,950	84,640	99,276	
	13	18,723	23,515	29,138	32,270	35,643	39,251	43,115	51,678	61,458	72,623	85,431	100,204	
	14	18,897	23,734	29,408	32,569	35,973	39,615	43,515	52,157	62,027	73,297	86,223	101,132	
	15	19,071	23,952	29,678	32,868	36,303	39,978	43,915	52,637	62,597	73,970	87,015	102,059	
	16	19,245	24,171	29,948	33,167	36,633	40,342	44,316	53,116	63,167	74,644	87,806	102,987	
	17	19,419	24,390	30,218	33,466	36,963	40,705	44,716	53,596	63,737	75,317	88,598	103,915	
	18	19,593	24,608	30,487	33,764	37,293	41,069	45,116	54,075	64,307	75,991	89,390	104,842	
	19	19,767	24,827	30,757	34,063	37,623	41,432	45,517	54,555	64,876	76,664	90,181	105,770	
	20	19,941	25,045	31,027	34,362	37,953	41,796	45,917	55,034	65,446	77,338	90,973	106,698	
21	20,115	25,264	31,297	34,661	38,284	42,159	46,317	55,514	66,016	78,011	91,765	107,625	4	
22	20,289	25,482	31,567	34,960	38,614	42,523	46,717	55,993	66,586	78,684	92,556	108,553		
23	20,462	25,701	31,837	35,259	38,944	42,886	47,118	56,473	67,155	79,358	93,348	109,481		
24	20,636	25,919	32,106	35,557	39,274	43,250	47,518	56,952	67,725	80,031	94,139	110,408		
25	20,810	26,138	32,376	35,856	39,604	43,613	47,918	57,431	68,295	80,705	94,931	111,336		
26	20,984	26,356	32,646	36,155	39,934	43,977	48,319	57,911	68,865	81,378	95,723	112,264		
27	21,158	26,575	32,916	36,454	40,264	44,340	48,719	58,390	69,434	82,052	96,514	113,191		
28	21,332	26,793	33,186	36,753	40,594	44,704	49,119	58,870	70,004	82,725	97,306	114,119		
29	21,506	27,012	33,456	37,051	40,924	45,067	49,519	59,349	70,574	83,399	98,098	115,047	4	
30	21,680	27,231	33,725	37,350	41,254	45,431	49,920	59,829	71,144	84,072	98,889	115,974		
31	21,854	27,449	33,995	37,649	41,584	45,794	50,320	60,308	71,713	84,746	99,681	116,902	4	
32	22,028	27,668	34,265	37,948	41,914	46,158	50,720	60,788	72,283	85,419	100,473	117,830		
33	22,202	27,886	34,535	38,247	42,244	46,521	51,121	61,267	72,853	86,092	101,264	118,758		
34	22,376	28,105	34,805	38,546	42,574	46,885	51,521	61,746	73,423	86,766	102,056	119,685		
35	22,550	28,323	35,075	38,844	42,904	47,248	51,921	62,226	73,993	87,439	102,848	120,613		
36	22,724	28,542	35,344	39,143	43,234	47,612	52,321	62,705	74,562	88,113	103,639	121,541		
37	22,898	28,760	35,614	39,442	43,564	47,975	52,722	63,185	75,132	88,786	104,431	122,468		
38	23,072	28,979	35,884	39,741	43,894	48,339	53,122	63,664	75,702	89,460	105,223	123,396		
39	23,246	29,197	36,154	40,040	44,224	48,702	53,522	64,144	76,272	90,133	106,014	124,324	2	
40	23,419	29,416	36,424	40,338	44,554	49,066	53,923	64,623	76,841	90,807	106,806	125,251		
41	23,593	29,634	36,694	40,637	44,884	49,429	54,323	65,103	77,411	91,480	107,598	126,179	2	
42	23,767	29,853	36,963	40,936	45,214	49,793	54,723	65,582	77,981	92,154	108,389	127,107		
43	23,941	30,072	37,233	41,235	45,544	50,156	55,123	66,062	78,551	92,827	109,181	128,034	2	
44	24,115	30,290	37,503	41,534	45,874	50,520	55,524	66,541	79,120	93,501	109,972	128,962		
45	24,289	30,509	37,773	41,833	46,204	50,883	55,924	67,020	79,690	94,174	110,764	129,890	2	
46	24,463	30,727	38,043	42,131	46,535	51,247	56,324	67,500	80,260	94,847	111,556	130,817		
47	24,637	30,946	38,313	42,430	46,865	51,610	56,725	67,979	80,830	95,521	112,347	131,745	2	
48	24,811	31,164	38,582	42,729	47,195	51,973	57,125	68,459	81,399	96,194	113,139	132,673		
49	24,985	31,383	38,852	43,028	47,525	52,337	57,525	68,938	81,969	96,868	113,931	133,600	2	
50	25,159	31,601	39,122	43,327	47,855	52,700	57,925	69,418	82,539	97,541	114,722	134,528		
51	25,333	31,820	39,392	43,625	48,185	53,064	58,326	69,897	83,109	98,215	115,514	135,456	2	
52	25,507	32,038	39,662	43,924	48,515	53,427	58,726	70,377	83,679	98,888	116,306	136,383		
53	25,681	32,257	39,931	44,223	48,845	53,791	59,126	70,856	84,248	99,562	117,097	137,311	2	
54	25,855	32,475	40,201	44,522	49,175	54,154	59,527	71,335	84,818	100,235	117,889	138,239		
55	26,029	32,694	40,471	44,821	49,505	54,518	59,927	71,815	85,388	100,909	118,681	139,166	1	
56	26,203	32,913	40,741	45,120	49,835	54,881	60,327	72,294	85,958	101,582	119,472	139,821		
57	26,376	33,131	41,011	45,418	50,165	55,245	60,727	72,774	86,527	102,256	120,264	139,821	1	
58	26,550	33,350	41,281	45,717	50,495	55,608	61,128	73,253	87,097	102,929	121,056	139,821		
59	26,724	33,568	41,550	46,016	50,825	55,972	61,528	73,733	87,667	103,602	121,847	139,821	1	
60	26,898	33,787	41,820	46,315	51,155	56,335	61,928	74,212	88,237	104,276	122,639	139,821		
61	27,072	34,005	42,090	46,614	51,485	56,699	62,329	74,692	88,806	104,949	123,431	139,821	1	

Table L1: COLUMBUS, OH MSA

2003 Pay Rates of the Court Personnel System with 11.78% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,678	20,945	25,965	28,757	31,762	34,977	38,408	46,040	54,758	64,704	76,122	89,295	Number of Steps for Annual Increase
	02	16,852	21,164	26,236	29,056	32,093	35,341	38,809	46,521	55,329	65,379	76,916	90,225	
	03	17,026	21,384	26,506	29,356	32,424	35,706	39,210	47,001	55,900	66,054	77,709	91,155	
	04	17,201	21,603	26,777	29,655	32,755	36,070	39,611	47,482	56,471	66,729	78,503	92,085	
	05	17,375	21,822	27,047	29,955	33,086	36,435	40,013	47,963	57,042	67,404	79,297	93,015	
	06	17,549	22,041	27,318	30,254	33,417	36,799	40,414	48,443	57,614	68,080	80,090	93,946	
	07	17,724	22,260	27,588	30,554	33,747	37,163	40,815	48,924	58,185	68,755	80,884	94,876	
	08	17,898	22,479	27,859	30,854	34,078	37,528	41,217	49,405	58,756	69,430	81,678	95,806	
	09	18,073	22,698	28,129	31,153	34,409	37,892	41,618	49,885	59,327	70,105	82,471	96,736	
	10	18,247	22,917	28,400	31,453	34,740	38,257	42,019	50,366	59,898	70,780	83,265	97,666	
	11	18,421	23,136	28,670	31,752	35,071	38,621	42,421	50,846	60,470	71,455	84,059	98,596	
	12	18,596	23,355	28,941	32,052	35,402	38,986	42,822	51,327	61,041	72,131	84,852	99,526	
	13	18,770	23,574	29,211	32,351	35,733	39,350	43,223	51,808	61,612	72,806	85,646	100,456	
	14	18,944	23,793	29,482	32,651	36,064	39,714	43,624	52,288	62,183	73,481	86,439	101,386	
	15	19,119	24,013	29,752	32,951	36,394	40,079	44,026	52,769	62,754	74,156	87,233	102,316	
	16	19,293	24,232	30,023	33,250	36,725	40,443	44,427	53,250	63,326	74,831	88,027	103,246	
	17	19,468	24,451	30,293	33,550	37,056	40,808	44,828	53,730	63,897	75,506	88,820	104,176	
	18	19,642	24,670	30,564	33,849	37,387	41,172	45,230	54,211	64,468	76,181	89,614	105,106	
	19	19,816	24,889	30,835	34,149	37,718	41,536	45,631	54,692	65,039	76,857	90,408	106,036	
	20	19,991	25,108	31,105	34,448	38,049	41,901	46,032	55,172	65,610	77,532	91,201	106,966	
FULL PERFORMANCE RANGE	21	20,165	25,327	31,376	34,748	38,380	42,265	46,433	55,653	66,182	78,207	91,995	107,896	4
	22	20,339	25,546	31,646	35,048	38,711	42,630	46,835	56,134	66,753	78,882	92,789	108,826	
	23	20,514	25,765	31,917	35,347	39,041	42,994	47,236	56,614	67,324	79,557	93,582	109,756	
	24	20,688	25,984	32,187	35,647	39,372	43,358	47,637	57,095	67,895	80,232	94,376	110,686	
	25	20,863	26,203	32,458	35,946	39,703	43,723	48,039	57,576	68,466	80,907	95,169	111,616	4
	26	21,037	26,423	32,728	36,246	40,034	44,087	48,440	58,056	69,038	81,583	95,963	112,546	
	27	21,211	26,642	32,999	36,545	40,365	44,452	48,841	58,537	69,609	82,258	96,757	113,476	
	28	21,386	26,861	33,269	36,845	40,696	44,816	49,242	59,018	70,180	82,933	97,550	114,406	
	29	21,560	27,080	33,540	37,144	41,027	45,180	49,644	59,498	70,751	83,608	98,344	115,336	4
	30	21,735	27,299	33,810	37,444	41,357	45,545	50,045	59,979	71,322	84,283	99,138	116,266	
	31	21,909	27,518	34,081	37,744	41,688	45,909	50,446	60,460	71,894	84,958	99,931	117,196	
	32	22,083	27,737	34,351	38,043	42,019	46,274	50,848	60,940	72,465	85,634	100,725	118,126	
	33	22,258	27,956	34,622	38,343	42,350	46,638	51,249	61,421	73,036	86,309	101,519	119,056	4
	34	22,432	28,175	34,892	38,642	42,681	47,002	51,650	61,902	73,607	86,984	102,312	119,986	
	35	22,606	28,394	35,163	38,942	43,012	47,367	52,051	62,382	74,178	87,659	103,106	120,916	
	36	22,781	28,613	35,433	39,241	43,343	47,731	52,453	62,863	74,750	88,334	103,900	121,846	
	37	22,955	28,833	35,704	39,541	43,674	48,096	52,854	63,343	75,321	89,009	104,693	122,776	2
	38	23,130	29,052	35,974	39,841	44,004	48,460	53,255	63,824	75,892	89,684	105,487	123,706	
	39	23,304	29,271	36,245	40,140	44,335	48,824	53,657	64,305	76,463	90,360	106,280	124,636	
	40	23,478	29,490	36,515	40,440	44,666	49,189	54,058	64,785	77,034	91,035	107,074	125,566	
	41	23,653	29,709	36,786	40,739	44,997	49,553	54,459	65,266	77,606	91,710	107,868	126,496	2
	42	23,827	29,928	37,056	41,039	45,328	49,918	54,861	65,747	78,177	92,385	108,661	127,426	
	43	24,001	30,147	37,327	41,338	45,659	50,282	55,262	66,227	78,748	93,060	109,455	128,356	
	44	24,176	30,366	37,597	41,638	45,990	50,646	55,663	66,708	79,319	93,735	110,249	129,286	
	45	24,350	30,585	37,868	41,938	46,321	51,011	56,064	67,189	79,890	94,411	111,042	130,216	2
	46	24,525	30,804	38,138	42,237	46,651	51,375	56,466	67,669	80,461	95,086	111,836	131,146	
	47	24,699	31,023	38,409	42,537	46,982	51,740	56,867	68,150	81,033	95,761	112,630	132,076	
	48	24,873	31,243	38,679	42,836	47,313	52,104	57,268	68,631	81,604	96,436	113,423	133,006	
	49	25,048	31,462	38,950	43,136	47,644	52,468	57,670	69,111	82,175	97,111	114,217	133,936	2
	50	25,222	31,681	39,220	43,435	47,975	52,833	58,071	69,592	82,746	97,786	115,010	134,866	
	51	25,396	31,900	39,491	43,735	48,306	53,197	58,472	70,073	83,317	98,461	115,804	135,796	
	52	25,571	32,119	39,761	44,035	48,637	53,562	58,873	70,553	83,889	99,137	116,598	136,726	
	53	25,745	32,338	40,032	44,334	48,967	53,926	59,275	71,034	84,460	99,812	117,391	137,656	2
	54	25,920	32,557	40,302	44,634	49,298	54,290	59,676	71,515	85,031	100,487	118,185	138,586	
	55	26,094	32,776	40,573	44,933	49,629	54,655	60,077	71,995	85,602	101,162	118,979	139,516	
	56	26,268	32,995	40,843	45,233	49,960	55,019	60,479	72,476	86,173	101,837	119,772	140,446	
	57	26,443	33,214	41,114	45,532	50,291	55,384	60,880	72,957	86,745	102,512	120,566	140,172	1
	58	26,617	33,433	41,384	45,832	50,622	55,748	61,281	73,437	87,316	103,187	121,360	140,172	
	59	26,791	33,652	41,655	46,132	50,953	56,112	61,682	73,918	87,887	103,863	122,153	140,172	
	60	26,966	33,872	41,925	46,431	51,284	56,477	62,084	74,399	88,458	104,538	122,947	140,172	
	61	27,140	34,091	42,196	46,731	51,614	56,841	62,485	74,879	89,029	105,213	123,740	140,172	

Table 56: DALLAS-FORT WORTH, TX CMSA

2003 Pay Rates of the Court Personnel System with 12.10% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,725	21,005	26,040	28,839	31,853	35,077	38,518	46,172	54,914	64,889	76,340	89,551	Number of Steps for Annual Increase
	02	16,900	21,225	26,311	29,139	32,185	35,443	38,920	46,654	55,487	65,566	77,136	90,484	
	03	17,075	21,445	26,582	29,440	32,517	35,808	39,322	47,136	56,060	66,243	77,932	91,416	
	04	17,250	21,664	26,854	29,740	32,849	36,174	39,725	47,618	56,633	66,920	78,728	92,349	
	05	17,425	21,884	27,125	30,041	33,180	36,539	40,127	48,100	57,206	67,597	79,524	93,282	
	06	17,600	22,104	27,396	30,341	33,512	36,904	40,530	48,582	57,779	68,275	80,320	94,214	
	07	17,775	22,324	27,667	30,641	33,844	37,270	40,932	49,064	58,351	68,952	81,116	95,147	
	08	17,949	22,543	27,939	30,942	34,176	37,635	41,335	49,546	58,924	69,629	81,911	96,080	
	09	18,124	22,763	28,210	31,242	34,508	38,001	41,737	50,028	59,497	70,306	82,707	97,012	
	10	18,299	22,983	28,481	31,543	34,840	38,366	42,140	50,510	60,070	70,983	83,503	97,945	
	11	18,474	23,202	28,753	31,843	35,171	38,732	42,542	50,992	60,643	71,660	84,299	98,878	
	12	18,649	23,422	29,024	32,144	35,503	39,097	42,944	51,474	61,216	72,337	85,095	99,810	
	13	18,824	23,642	29,295	32,444	35,835	39,463	43,347	51,956	61,788	73,014	85,891	100,743	
	14	18,999	23,862	29,566	32,744	36,167	39,828	43,749	52,438	62,361	73,691	86,687	101,676	
	15	19,174	24,081	29,838	33,045	36,499	40,193	44,152	52,920	62,934	74,368	87,483	102,608	
	16	19,348	24,301	30,109	33,345	36,830	40,559	44,554	53,402	63,507	75,045	88,279	103,541	
	17	19,523	24,521	30,380	33,646	37,162	40,924	44,957	53,884	64,080	75,722	89,075	104,474	
	18	19,698	24,740	30,652	33,946	37,494	41,290	45,359	54,366	64,653	76,400	89,871	105,407	
	19	19,873	24,960	30,923	34,247	37,826	41,655	45,761	54,848	65,225	77,077	90,666	106,339	
	20	20,048	25,180	31,194	34,547	38,158	42,021	46,164	55,330	65,798	77,754	91,462	107,272	
FULL PERFORMANCE RANGE	21	20,223	25,400	31,465	34,847	38,490	42,386	46,566	55,812	66,371	78,431	92,258	108,205	4
	22	20,398	25,619	31,737	35,148	38,821	42,752	46,969	56,294	66,944	79,108	93,054	109,137	
	23	20,573	25,839	32,008	35,448	39,153	43,117	47,371	56,776	67,517	79,785	93,850	110,070	
	24	20,747	26,059	32,279	35,749	39,485	43,482	47,774	57,258	68,090	80,462	94,646	111,003	
	25	20,922	26,278	32,550	36,049	39,817	43,848	48,176	57,740	68,662	81,139	95,442	111,935	4
	26	21,097	26,498	32,822	36,350	40,149	44,213	48,579	58,222	69,235	81,816	96,238	112,868	
	27	21,272	26,718	33,093	36,650	40,480	44,579	48,981	58,705	69,808	82,493	97,034	113,801	
	28	21,447	26,938	33,364	36,950	40,812	44,944	49,383	59,187	70,381	83,170	97,830	114,733	
	29	21,622	27,157	33,636	37,251	41,144	45,310	49,786	59,669	70,954	83,847	98,626	115,666	4
	30	21,797	27,377	33,907	37,551	41,476	45,675	50,188	60,151	71,527	84,525	99,421	116,599	
	31	21,972	27,597	34,178	37,852	41,808	46,041	50,591	60,633	72,099	85,202	100,217	117,531	
	32	22,146	27,816	34,449	38,152	42,140	46,406	50,993	61,115	72,672	85,879	101,013	118,464	
	33	22,321	28,036	34,721	38,453	42,471	46,771	51,396	61,597	73,245	86,556	101,809	119,397	4
	34	22,496	28,256	34,992	38,753	42,803	47,137	51,798	62,079	73,818	87,233	102,605	120,329	
	35	22,671	28,476	35,263	39,053	43,135	47,502	52,200	62,561	74,391	87,910	103,401	121,262	
	36	22,846	28,695	35,535	39,354	43,467	47,868	52,603	63,043	74,964	88,587	104,197	122,195	
	37	23,021	28,915	35,806	39,654	43,799	48,233	53,005	63,525	75,536	89,264	104,993	123,127	2
	38	23,196	29,135	36,077	39,955	44,130	48,599	53,408	64,007	76,109	89,941	105,789	124,060	
	39	23,371	29,355	36,348	40,255	44,462	48,964	53,810	64,489	76,682	90,618	106,585	124,993	
	40	23,545	29,574	36,620	40,556	44,794	49,330	54,213	64,971	77,255	91,295	107,381	125,925	
	41	23,720	29,794	36,891	40,856	45,126	49,695	54,615	65,453	77,828	91,972	108,177	126,858	2
	42	23,895	30,014	37,162	41,156	45,458	50,060	55,018	65,935	78,400	92,650	108,972	127,791	
	43	24,070	30,233	37,434	41,457	45,789	50,426	55,420	66,417	78,973	93,327	109,768	128,723	
	44	24,245	30,453	37,705	41,757	46,121	50,791	55,822	66,899	79,546	94,004	110,564	129,656	
	45	24,420	30,673	37,976	42,058	46,453	51,157	56,225	67,381	80,119	94,681	111,360	130,589	2
	46	24,595	30,893	38,247	42,358	46,785	51,522	56,627	67,863	80,692	95,358	112,156	131,521	
	47	24,770	31,112	38,519	42,659	47,117	51,888	57,030	68,345	81,265	96,035	112,952	132,454	
	48	24,944	31,332	38,790	42,959	47,449	52,253	57,432	68,827	81,837	96,712	113,748	133,387	
	49	25,119	31,552	39,061	43,259	47,780	52,619	57,835	69,309	82,410	97,389	114,544	134,319	2
	50	25,294	31,771	39,333	43,560	48,112	52,984	58,237	69,791	82,983	98,066	115,340	135,252	
	51	25,469	31,991	39,604	43,860	48,444	53,350	58,640	70,273	83,556	98,743	116,136	136,185	
	52	25,644	32,211	39,875	44,161	48,776	53,715	59,042	70,755	84,129	99,420	116,932	137,117	
	53	25,819	32,431	40,146	44,461	49,108	54,080	59,444	71,237	84,702	100,097	117,727	138,050	2
	54	25,994	32,650	40,418	44,762	49,439	54,446	59,847	71,719	85,274	100,775	118,523	138,983	
	55	26,169	32,870	40,689	45,062	49,771	54,811	60,249	72,201	85,847	101,452	119,319	139,915	
	56	26,344	33,090	40,960	45,362	50,103	55,177	60,652	72,683	86,420	102,129	120,115	140,847	
	57	26,518	33,309	41,232	45,663	50,435	55,542	61,054	73,165	86,993	102,806	120,911	140,873	1
	58	26,693	33,529	41,503	45,963	50,767	55,908	61,457	73,647	87,566	103,483	121,707	140,899	
	59	26,868	33,749	41,774	46,264	51,099	56,273	61,859	74,129	88,139	104,160	122,503	140,925	
	60	27,043	33,969	42,045	46,564	51,430	56,639	62,261	74,612	88,711	104,837	123,299	140,951	
	61	27,218	34,188	42,317	46,865	51,762	57,004	62,664	75,094	89,284	105,514	124,095	140,977	

Table 57: DAYTON-SPRINGFIELD, OH MSA

2003 Pay Rates of the Court Personnel System with 10.67% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,512	20,737	25,708	28,471	31,447	34,630	38,026	45,583	54,214	64,061	75,366	88,409	Number of Steps for Annual Increase
	02	16,685	20,954	25,975	28,768	31,774	34,991	38,424	46,059	54,779	64,730	76,152	89,330	
	03	16,857	21,171	26,243	29,064	32,102	35,351	38,821	46,535	55,345	65,398	76,938	90,250	
	04	17,030	21,388	26,511	29,361	32,430	35,712	39,218	47,010	55,910	66,067	77,724	91,171	
	05	17,203	21,605	26,779	29,657	32,757	36,073	39,615	47,486	56,476	66,735	78,509	92,092	
	06	17,375	21,822	27,047	29,954	33,085	36,434	40,013	47,962	57,042	67,404	79,295	93,013	
	07	17,548	22,039	27,314	30,251	33,412	36,794	40,410	48,438	57,607	68,072	80,081	93,933	
	08	17,720	22,256	27,582	30,547	33,740	37,155	40,807	48,914	58,173	68,740	80,867	94,854	
	09	17,893	22,473	27,850	30,844	34,068	37,516	41,205	49,390	58,738	69,409	81,652	95,775	
	10	18,066	22,690	28,118	31,140	34,395	37,877	41,602	49,866	59,304	70,077	82,438	96,696	
	11	18,238	22,906	28,386	31,437	34,723	38,238	41,999	50,342	59,869	70,746	83,224	97,616	
	12	18,411	23,123	28,654	31,734	35,050	38,598	42,397	50,817	60,435	71,414	84,010	98,537	
	13	18,584	23,340	28,921	32,030	35,378	38,959	42,794	51,293	61,000	72,083	84,795	99,458	
	14	18,756	23,557	29,189	32,327	35,705	39,320	43,191	51,769	61,566	72,751	85,581	100,379	
	15	18,929	23,774	29,457	32,623	36,033	39,681	43,588	52,245	62,131	73,420	86,367	101,300	
	16	19,102	23,991	29,725	32,920	36,361	40,042	43,986	52,721	62,697	74,088	87,153	102,220	
	17	19,274	24,208	29,993	33,216	36,688	40,402	44,383	53,197	63,262	74,756	87,938	103,141	
	18	19,447	24,425	30,260	33,513	37,016	40,763	44,780	53,673	63,828	75,425	88,724	104,062	
	19	19,620	24,642	30,528	33,810	37,343	41,124	45,178	54,149	64,393	76,093	89,510	104,983	
	20	19,792	24,859	30,796	34,106	37,671	41,485	45,575	54,624	64,959	76,762	90,296	105,903	
FULL PERFORMANCE RANGE	21	19,965	25,076	31,064	34,403	37,999	41,845	45,972	55,100	65,524	77,430	91,081	106,824	4
	22	20,138	25,293	31,332	34,699	38,326	42,206	46,370	55,576	66,090	78,099	91,867	107,745	
	23	20,310	25,509	31,600	34,996	38,654	42,567	46,767	56,052	66,655	78,767	92,653	108,666	
	24	20,483	25,726	31,867	35,293	38,981	42,928	47,164	56,528	67,221	79,436	93,439	109,587	
	25	20,655	25,943	32,135	35,589	39,309	43,289	47,562	57,004	67,786	80,104	94,224	110,507	
	26	20,828	26,160	32,403	35,886	39,636	43,649	47,959	57,480	68,352	80,772	95,010	111,428	
	27	21,001	26,377	32,671	36,182	39,964	44,010	48,356	57,956	68,918	81,441	95,796	112,349	
	28	21,173	26,594	32,939	36,479	40,292	44,371	48,753	58,432	69,483	82,109	96,582	113,270	
	29	21,346	26,811	33,207	36,776	40,619	44,732	49,151	58,907	70,049	82,778	97,367	114,190	4
	30	21,519	27,028	33,474	37,072	40,947	45,092	49,548	59,383	70,614	83,446	98,153	115,111	
	31	21,691	27,245	33,742	37,369	41,274	45,453	49,945	59,859	71,180	84,115	98,939	116,032	
	32	21,864	27,462	34,010	37,665	41,602	45,814	50,343	60,335	71,745	84,783	99,725	116,953	
	33	22,037	27,679	34,278	37,962	41,930	46,175	50,740	60,811	72,311	85,452	100,510	117,874	4
	34	22,209	27,895	34,546	38,259	42,257	46,536	51,137	61,287	72,876	86,120	101,296	118,794	
	35	22,382	28,112	34,813	38,555	42,585	46,896	51,535	61,763	73,442	86,789	102,082	119,715	
	36	22,555	28,329	35,081	38,852	42,912	47,257	51,932	62,239	74,007	87,457	102,868	120,636	
	37	22,727	28,546	35,349	39,148	43,240	47,618	52,329	62,714	74,573	88,125	103,654	121,557	2
	38	22,900	28,763	35,617	39,445	43,567	47,979	52,727	63,190	75,138	88,794	104,439	122,477	
	39	23,072	28,980	35,885	39,742	43,895	48,340	53,124	63,666	75,704	89,462	105,225	123,398	2
	40	23,245	29,197	36,153	40,038	44,223	48,700	53,521	64,142	76,269	90,131	106,011	124,319	
	41	23,418	29,414	36,420	40,335	44,550	49,061	53,918	64,618	76,835	90,799	106,797	125,240	2
	42	23,590	29,631	36,688	40,631	44,878	49,422	54,316	65,094	77,400	91,468	107,582	126,160	
	43	23,763	29,848	36,956	40,928	45,205	49,783	54,713	65,570	77,966	92,136	108,368	127,081	2
	44	23,936	30,065	37,224	41,225	45,533	50,143	55,110	66,046	78,531	92,805	109,154	128,002	
	45	24,108	30,282	37,492	41,521	45,861	50,504	55,508	66,522	79,097	93,473	109,940	128,923	2
	46	24,281	30,498	37,759	41,818	46,188	50,865	55,905	66,997	79,662	94,141	110,725	129,844	
	47	24,454	30,715	38,027	42,114	46,516	51,226	56,302	67,473	80,228	94,810	111,511	130,764	2
	48	24,626	30,932	38,295	42,411	46,843	51,587	56,700	67,949	80,794	95,478	112,297	131,685	
	49	24,799	31,149	38,563	42,708	47,171	51,947	57,097	68,425	81,359	96,147	113,083	132,606	2
	50	24,972	31,366	38,831	43,004	47,498	52,308	57,494	68,901	81,925	96,815	113,868	133,527	
	51	25,144	31,583	39,099	43,301	47,826	52,669	57,891	69,377	82,490	97,484	114,654	134,447	2
	52	25,317	31,800	39,366	43,597	48,154	53,030	58,289	69,853	83,056	98,152	115,440	135,368	
	53	25,490	32,017	39,634	43,894	48,481	53,391	58,686	70,329	83,621	98,821	116,226	136,289	2
	54	25,662	32,234	39,902	44,191	48,809	53,751	59,083	70,804	84,187	99,489	117,011	137,210	
	55	25,835	32,451	40,170	44,487	49,136	54,112	59,481	71,280	84,752	100,157	117,797	138,131	1
	56	26,007	32,668	40,438	44,784	49,464	54,473	59,878	71,756	85,318	100,826	118,583	138,780	
	57	26,180	32,884	40,706	45,080	49,792	54,834	60,275	72,232	85,883	101,494	119,369	138,780	1
	58	26,353	33,101	40,973	45,377	50,119	55,194	60,673	72,708	86,449	102,163	120,154	138,780	
	59	26,525	33,318	41,241	45,674	50,447	55,555	61,070	73,184	87,014	102,831	120,940	138,780	1
	60	26,698	33,535	41,509	45,970	50,774	55,916	61,467	73,660	87,580	103,500	121,726	138,780	
	61	26,871	33,752	41,777	46,267	51,102	56,277	61,865	74,136	88,145	104,168	122,512	138,780	

Table 58: DENVER-BOULDER-GREELEY, CO CMSA

2003 Pay Rates of the Court Personnel System with 14.77% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,124	21,506	26,660	29,526	32,612	35,913	39,435	47,271	56,222	66,435	78,158	91,684	Number of Steps for Annual Increase
	02	17,303	21,731	26,938	29,833	32,952	36,287	39,847	47,765	56,809	67,128	78,973	92,639	
	03	17,482	21,956	27,215	30,141	33,291	36,661	40,259	48,258	57,395	67,821	79,788	93,594	
	04	17,661	22,180	27,493	30,448	33,631	37,035	40,671	48,752	57,982	68,514	80,603	94,549	
	05	17,840	22,405	27,771	30,756	33,971	37,409	41,083	49,246	58,568	69,207	81,418	95,504	
	06	18,019	22,630	28,049	31,064	34,310	37,783	41,495	49,739	59,155	69,901	82,233	96,458	
	07	18,198	22,855	28,326	31,371	34,650	38,158	41,907	50,233	59,741	70,594	83,048	97,413	
	08	18,377	23,080	28,604	31,679	34,990	38,532	42,319	50,726	60,328	71,287	83,862	98,368	
	09	18,556	23,305	28,882	31,986	35,330	38,906	42,731	51,220	60,914	71,980	84,677	99,323	
	10	18,735	23,530	29,160	32,294	35,669	39,280	43,143	51,713	61,501	72,674	85,492	100,778	
	11	18,914	23,755	29,437	32,602	36,009	39,654	43,555	52,207	62,087	73,367	86,307	101,233	
	12	19,093	23,980	29,715	32,909	36,349	40,028	43,967	52,700	62,674	74,060	87,122	102,188	
	13	19,272	24,205	29,993	33,217	36,689	40,402	44,379	53,194	63,260	74,753	87,937	103,143	
	14	19,451	24,430	30,271	33,524	37,028	40,777	44,791	53,687	63,847	75,446	88,752	104,098	
	15	19,630	24,655	30,548	33,832	37,368	41,151	45,203	54,181	64,433	76,140	89,567	105,052	
	16	19,809	24,880	30,826	34,139	37,708	41,525	45,615	54,674	65,020	76,833	90,381	106,007	
	17	19,988	25,105	31,104	34,447	38,047	41,899	46,027	55,168	65,606	77,526	91,196	106,962	
	18	20,167	25,330	31,382	34,755	38,387	42,273	46,439	55,661	66,192	78,219	92,011	107,917	
	19	20,346	25,555	31,659	35,062	38,727	42,647	46,851	56,155	66,779	78,912	92,826	108,872	
	20	20,525	25,780	31,937	35,370	39,067	43,022	47,263	56,648	67,365	79,606	93,641	109,827	
FULL PERFORMANCE RANGE	21	20,705	26,005	32,215	35,677	39,406	43,396	47,675	57,142	67,952	80,299	94,456	110,782	4
	22	20,884	26,230	32,493	35,985	39,746	43,770	48,087	57,635	68,538	80,992	95,271	111,737	
	23	21,063	26,454	32,770	36,293	40,086	44,144	48,500	58,129	69,125	81,685	96,085	112,692	
	24	21,242	26,679	33,048	36,600	40,425	44,518	48,912	58,622	69,711	82,378	96,900	113,646	
	25	21,421	26,904	33,326	36,908	40,765	44,892	49,324	59,116	70,298	83,072	97,715	114,601	4
	26	21,600	27,129	33,604	37,215	41,105	45,266	49,736	59,609	70,884	83,765	98,530	115,556	
	27	21,779	27,354	33,881	37,523	41,445	45,641	50,148	60,103	71,471	84,458	99,345	116,511	
	28	21,958	27,579	34,159	37,830	41,784	46,015	50,560	60,596	72,057	85,151	100,160	117,466	
	29	22,137	27,804	34,437	38,138	42,124	46,389	50,972	61,090	72,644	85,845	100,975	118,421	4
	30	22,316	28,029	34,714	38,446	42,464	46,763	51,384	61,583	73,230	86,538	101,790	119,376	
	31	22,495	28,254	34,992	38,753	42,803	47,137	51,796	62,077	73,817	87,231	102,604	120,331	
	32	22,674	28,479	35,270	39,061	43,143	47,511	52,208	62,570	74,403	87,924	103,419	121,285	
	33	22,853	28,704	35,548	39,368	43,483	47,885	52,620	63,064	74,990	88,617	104,234	122,240	4
	34	23,032	28,929	35,825	39,676	43,823	48,260	53,032	63,557	75,576	89,311	105,049	123,195	
	35	23,211	29,154	36,103	39,984	44,162	48,634	53,444	64,051	76,163	90,004	105,864	124,150	
	36	23,390	29,379	36,381	40,291	44,502	49,008	53,856	64,544	76,749	90,697	106,679	125,105	
	37	23,569	29,604	36,659	40,599	44,842	49,382	54,268	65,038	77,335	91,390	107,494	126,060	2
	38	23,748	29,829	36,936	40,906	45,182	49,756	54,680	65,531	77,922	92,083	108,308	127,015	
	39	23,927	30,054	37,214	41,214	45,521	50,130	55,092	66,025	78,508	92,777	109,123	127,970	2
	40	24,106	30,279	37,492	41,521	45,861	50,505	55,504	66,518	79,095	93,470	109,938	128,925	
	41	24,285	30,504	37,770	41,829	46,201	50,879	55,916	67,012	79,681	94,163	110,753	129,879	2
42	24,464	30,729	38,047	42,137	46,540	51,253	56,328	67,505	80,268	94,856	111,568	130,834		
43	24,643	30,953	38,325	42,444	46,880	51,627	56,740	67,999	80,854	95,549	112,383	131,789	2	
44	24,822	31,178	38,603	42,752	47,220	52,001	57,152	68,492	81,441	96,243	113,198	132,744		
45	25,001	31,403	38,881	43,059	47,560	52,375	57,564	68,986	82,027	96,936	114,013	133,699	2	
46	25,181	31,628	39,158	43,367	47,899	52,749	57,976	69,479	82,614	97,629	114,827	134,654		
47	25,360	31,853	39,436	43,675	48,239	53,124	58,388	69,973	83,200	98,322	115,642	135,609	2	
48	25,539	32,078	39,714	43,982	48,579	53,498	58,800	70,466	83,787	99,016	116,457	136,564		
49	25,718	32,303	39,992	44,290	48,918	53,872	59,212	70,960	84,373	99,709	117,272	137,519	2	
50	25,897	32,528	40,269	44,597	49,258	54,246	59,624	71,454	84,960	100,402	118,087	138,473		
51	26,076	32,753	40,547	44,905	49,598	54,620	60,036	71,947	85,546	101,095	118,902	139,428	2	
52	26,255	32,978	40,825	45,212	49,938	54,994	60,448	72,441	86,133	101,788	119,717	140,383		
53	26,434	33,203	41,103	45,520	50,277	55,368	60,860	72,934	86,719	102,482	120,531	141,338	2	
54	26,613	33,428	41,380	45,828	50,617	55,743	61,272	73,428	87,306	103,175	121,346	142,293		
55	26,792	33,653	41,658	46,135	50,957	56,117	61,684	73,921	87,892	103,868	122,161	142,500	1	
56	26,971	33,878	41,936	46,443	51,296	56,491	62,096	74,415	88,478	104,561	122,976	142,500	1	
57	27,150	34,103	42,214	46,750	51,636	56,865	62,508	74,908	89,065	105,254	123,791	142,500	1	
58	27,329	34,328	42,491	47,058	51,976	57,239	62,920	75,402	89,651	105,948	124,606	142,500	1	
59	27,508	34,553	42,769	47,366	52,316	57,613	63,332	75,895	90,238	106,641	125,421	142,500	1	
60	27,687	34,778	43,047	47,673	52,655	57,988	63,744	76,389	90,824	107,334	126,236	142,500	1	
61	27,866	35,003	43,325	47,981	52,995	58,362	64,156	76,882	91,411	108,027	127,050	142,500	1	

Table 59: DETROIT-ANN ARBOR-FLINT, MI CMSA

2003 Pay Rates of the Court Personnel System with 16.27% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,347	21,787	27,008	29,912	33,038	36,382	39,950	47,889	56,957	67,303	79,180	92,882	Number of Steps for Annual Increase
	02	17,529	22,015	27,290	30,223	33,382	36,761	40,368	48,389	57,551	68,005	80,005	93,850	
	03	17,710	22,242	27,571	30,535	33,726	37,140	40,785	48,889	58,145	68,707	80,831	94,817	
	04	17,892	22,470	27,852	30,846	34,071	37,519	41,203	49,389	58,740	69,410	81,656	95,784	
	05	18,073	22,698	28,134	31,158	34,415	37,898	41,620	49,889	59,334	70,112	82,482	96,752	
	06	18,254	22,926	28,415	31,470	34,759	38,277	42,037	50,389	59,928	70,814	83,307	97,719	
	07	18,436	23,154	28,697	31,781	35,103	38,656	42,455	50,889	60,522	71,517	84,133	98,686	
	08	18,617	23,382	28,978	32,093	35,447	39,035	42,872	51,389	61,116	72,219	84,958	99,654	
	09	18,799	23,610	29,259	32,404	35,791	39,414	43,290	51,889	61,710	72,921	85,784	100,621	
	10	18,980	23,838	29,541	32,716	36,136	39,793	43,707	52,389	62,304	73,623	86,610	101,589	
	11	19,161	24,066	29,822	33,028	36,480	40,172	44,124	52,889	62,899	74,326	87,435	102,556	
	12	19,343	24,293	30,103	33,339	36,824	40,551	44,542	53,389	63,493	75,028	88,261	103,523	
	13	19,524	24,521	30,385	33,651	37,168	40,931	44,959	53,889	64,087	75,730	89,086	104,491	
	14	19,705	24,749	30,666	33,962	37,512	41,310	45,377	54,389	64,681	76,432	89,912	105,458	
	15	19,887	24,977	30,948	34,274	37,856	41,689	45,794	54,889	65,275	77,135	90,737	106,425	
	16	20,068	25,205	31,229	34,586	38,201	42,068	46,212	55,389	65,869	77,837	91,563	107,393	
	17	20,250	25,433	31,510	34,897	38,545	42,447	46,629	55,889	66,463	78,539	92,388	108,360	
	18	20,431	25,661	31,792	35,209	38,889	42,826	47,046	56,389	67,058	79,241	93,214	109,328	
	19	20,612	25,889	32,073	35,520	39,233	43,205	47,464	56,889	67,652	79,944	94,039	110,295	
	20	20,794	26,117	32,354	35,832	39,577	43,584	47,881	57,389	68,246	80,646	94,865	111,262	
FULL PERFORMANCE RANGE	21	20,975	26,344	32,636	36,144	39,921	43,963	48,299	57,889	68,840	81,348	95,690	112,230	4
	22	21,156	26,572	32,917	36,455	40,265	44,342	48,716	58,388	69,434	82,051	96,516	113,197	
	23	21,338	26,800	33,199	36,767	40,610	44,721	49,133	58,888	70,028	82,753	97,341	114,164	
	24	21,519	27,028	33,480	37,079	40,954	45,100	49,551	59,388	70,622	83,455	98,167	115,132	
	25	21,701	27,256	33,761	37,390	41,298	45,479	49,968	59,888	71,217	84,157	98,992	116,099	
	26	21,882	27,484	34,043	37,702	41,642	45,858	50,386	60,388	71,811	84,860	99,818	117,066	
	27	22,063	27,712	34,324	38,013	41,986	46,237	50,803	60,888	72,405	85,562	100,643	118,034	
	28	22,245	27,940	34,605	38,325	42,330	46,616	51,220	61,388	72,999	86,264	101,469	119,001	
	29	22,426	28,168	34,887	38,637	42,675	46,995	51,638	61,888	73,593	86,966	102,294	119,969	4
	30	22,608	28,395	35,168	38,948	43,019	47,374	52,055	62,388	74,187	87,669	103,120	120,936	
	31	22,789	28,623	35,450	39,260	43,363	47,753	52,473	62,888	74,781	88,371	103,945	121,903	
	32	22,970	28,851	35,731	39,571	43,707	48,132	52,890	63,388	75,376	89,073	104,771	122,871	
	33	23,152	29,079	36,012	39,883	44,051	48,511	53,307	63,888	75,970	89,776	105,596	123,838	4
	34	23,333	29,307	36,294	40,195	44,395	48,890	53,725	64,388	76,564	90,478	106,422	124,805	
	35	23,514	29,535	36,575	40,506	44,740	49,269	54,142	64,888	77,158	91,180	107,247	125,773	
	36	23,696	29,763	36,856	40,818	45,084	49,648	54,560	65,388	77,752	91,882	108,073	126,740	
	37	23,877	29,991	37,138	41,129	45,428	50,027	54,977	65,888	78,346	92,585	108,898	127,707	2
	38	24,059	30,219	37,419	41,441	45,772	50,407	55,395	66,388	78,940	93,287	109,724	128,675	
	39	24,240	30,446	37,701	41,753	46,116	50,786	55,812	66,888	79,534	93,989	110,550	129,642	2
	40	24,421	30,674	37,982	42,064	46,460	51,165	56,229	67,388	80,129	94,691	111,375	130,610	
	41	24,603	30,902	38,263	42,376	46,804	51,544	56,647	67,888	80,723	95,394	112,201	131,577	2
42	24,784	31,130	38,545	42,687	47,149	51,923	57,064	68,388	81,317	96,096	113,026	132,544		
43	24,965	31,358	38,826	42,999	47,493	52,302	57,482	68,888	81,911	96,798	113,852	133,512	2	
44	25,147	31,586	39,107	43,311	47,837	52,681	57,899	69,388	82,505	97,501	114,677	134,479		
45	25,328	31,814	39,389	43,622	48,181	53,060	58,316	69,888	83,099	98,203	115,503	135,446	2	
46	25,510	32,042	39,670	43,934	48,525	53,439	58,734	70,388	83,693	98,905	116,328	136,414		
47	25,691	32,270	39,952	44,245	48,869	53,818	59,151	70,887	84,288	99,607	117,154	137,381	2	
48	25,872	32,497	40,233	44,557	49,214	54,197	59,569	71,387	84,882	100,310	117,979	138,349		
49	26,054	32,725	40,514	44,869	49,558	54,576	59,986	71,887	85,476	101,012	118,805	139,316	2	
50	26,235	32,953	40,796	45,180	49,902	54,955	60,403	72,387	86,070	101,714	119,630	140,283		
51	26,417	33,181	41,077	45,492	50,246	55,334	60,821	72,887	86,664	102,416	120,456	141,251	2	
52	26,598	33,409	41,358	45,803	50,590	55,713	61,238	73,387	87,258	103,119	121,281	142,218		
53	26,779	33,637	41,640	46,115	50,934	56,092	61,656	73,887	87,852	103,821	122,107	142,500 *	2	
54	26,961	33,865	41,921	46,427	51,279	56,471	62,073	74,387	88,447	104,523	122,932	142,500 *		
55	27,142	34,093	42,203	46,738	51,623	56,850	62,490	74,887	89,041	105,226	123,758	142,500 *	1	
56	27,323	34,321	42,484	47,050	51,967	57,229	62,908	75,387	89,635	105,928	124,583	142,500 *		
57	27,505	34,548	42,765	47,361	52,311	57,608	63,325	75,887	90,229	106,630	125,409	142,500 *	1	
58	27,686	34,776	43,047	47,673	52,655	57,987	63,743	76,387	90,823	107,332	126,234	142,500 *		
59	27,868	35,004	43,328	47,985	52,999	58,366	64,160	76,887	91,417	108,035	127,060	142,500 *	1	
60	28,049	35,232	43,609	48,296	53,344	58,745	64,578	77,387	92,011	108,737	127,885	142,500 *		
61	28,230	35,460	43,891	48,608	53,688	59,124	64,995	77,887	92,606	109,439	128,711	142,500 *	1	

Table L9: HARTFORD, CT MSA

2003 Pay Rates of the Court Personnel System with 15.56% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,242	21,654	26,843	29,729	32,836	36,160	39,706	47,597	56,609	66,892	78,696	92,315	Number of Steps for Annual Increase
	02	17,422	21,880	27,123	30,039	33,178	36,537	40,121	48,094	57,200	67,590	79,517	93,277	
	03	17,602	22,107	27,403	30,348	33,520	36,913	40,536	48,591	57,790	68,288	80,337	94,238	
	04	17,782	22,333	27,682	30,658	33,863	37,290	40,951	49,088	58,381	68,986	81,158	95,199	
	05	17,963	22,560	27,962	30,968	34,205	37,667	41,366	49,584	58,971	69,684	81,978	96,161	
	06	18,143	22,786	28,242	31,277	34,547	38,044	41,781	50,081	59,562	70,382	82,799	97,122	
	07	18,323	23,013	28,521	31,587	34,889	38,420	42,196	50,578	60,152	71,080	83,619	98,084	
	08	18,503	23,239	28,801	31,897	35,231	38,797	42,610	51,075	60,743	71,778	84,440	99,045	
	09	18,684	23,466	29,081	32,207	35,573	39,174	43,025	51,572	61,333	72,476	85,260	100,007	
	10	18,864	23,692	29,360	32,516	35,915	39,550	43,440	52,069	61,924	73,174	86,081	100,968	
	11	19,044	23,919	29,640	32,826	36,257	39,927	43,855	52,566	62,514	73,872	86,901	101,930	
	12	19,225	24,145	29,920	33,136	36,599	40,304	44,270	53,063	63,105	74,570	87,722	102,891	
	13	19,405	24,372	30,199	33,445	36,941	40,681	44,685	53,560	63,696	75,268	88,542	103,853	
	14	19,585	24,598	30,479	33,755	37,283	41,057	45,100	54,057	64,286	75,966	89,363	104,814	
	15	19,765	24,825	30,759	34,065	37,625	41,434	45,514	54,554	64,877	76,664	90,183	105,776	
	16	19,946	25,051	31,038	34,374	37,967	41,811	45,929	55,050	65,467	77,362	91,004	106,737	
	17	20,126	25,278	31,318	34,684	38,309	42,187	46,344	55,547	66,058	78,060	91,824	107,698	
	18	20,306	25,504	31,598	34,994	38,651	42,564	46,759	56,044	66,648	78,758	92,644	108,660	
	19	20,486	25,731	31,877	35,304	38,993	42,941	47,174	56,541	67,239	79,456	93,465	109,621	
	20	20,667	25,957	32,157	35,613	39,335	43,318	47,589	57,038	67,829	80,154	94,285	110,583	
FULL PERFORMANCE RANGE	21	20,847	26,184	32,437	35,923	39,678	43,694	48,004	57,535	68,420	80,852	95,106	111,544	4
	22	21,027	26,410	32,716	36,233	40,020	44,071	48,418	58,032	69,010	81,550	95,926	112,506	
	23	21,208	26,637	32,996	36,542	40,362	44,448	48,833	58,529	69,601	82,248	96,747	113,467	
	24	21,388	26,863	33,276	36,852	40,704	44,825	49,248	59,026	70,191	82,946	97,567	114,429	
	25	21,568	27,090	33,555	37,162	41,046	45,201	49,663	59,523	70,782	83,643	98,388	115,390	4
	26	21,748	27,316	33,835	37,471	41,388	45,578	50,078	60,020	71,372	84,341	99,208	116,352	
	27	21,929	27,543	34,114	37,781	41,730	45,955	50,493	60,516	71,963	85,039	100,029	117,313	
	28	22,109	27,769	34,394	38,091	42,072	46,331	50,908	61,013	72,553	85,737	100,849	118,275	
	29	22,289	27,996	34,674	38,401	42,414	46,708	51,323	61,510	73,144	86,435	101,670	119,236	4
	30	22,469	28,222	34,953	38,710	42,756	47,085	51,737	62,007	73,734	87,133	102,490	120,197	
	31	22,650	28,449	35,233	39,020	43,098	47,462	52,152	62,504	74,325	87,831	103,311	121,159	
	32	22,830	28,675	35,513	39,330	43,440	47,838	52,567	63,001	74,915	88,529	104,131	122,120	
	33	23,010	28,902	35,792	39,639	43,782	48,215	52,982	63,498	75,506	89,227	104,952	123,082	4
	34	23,191	29,128	36,072	39,949	44,124	48,592	53,397	63,995	76,096	89,925	105,772	124,043	
	35	23,371	29,355	36,352	40,259	44,466	48,969	53,812	64,492	76,687	90,623	106,593	125,005	
	36	23,551	29,581	36,631	40,568	44,808	49,345	54,227	64,989	77,277	91,321	107,413	125,966	
	37	23,731	29,808	36,911	40,878	45,150	49,722	54,641	65,486	77,868	92,019	108,233	126,928	2
	38	23,912	30,034	37,191	41,188	45,493	50,099	55,056	65,982	78,458	92,717	109,054	127,889	
	39	24,092	30,261	37,470	41,498	45,835	50,475	55,471	66,479	79,049	93,415	109,874	128,851	2
	40	24,272	30,487	37,750	41,807	46,177	50,852	55,886	66,976	79,639	94,113	110,695	129,812	
	41	24,452	30,714	38,030	42,117	46,519	51,229	56,301	67,473	80,230	94,811	111,515	130,773	2
	42	24,633	30,940	38,309	42,427	46,861	51,606	56,716	67,970	80,820	95,509	112,336	131,735	
	43	24,813	31,167	38,589	42,736	47,203	51,982	57,131	68,467	81,411	96,207	113,156	132,696	2
	44	24,993	31,393	38,869	43,046	47,545	52,359	57,545	68,964	82,001	96,905	113,977	133,658	
	45	25,174	31,620	39,148	43,356	47,887	52,736	57,960	69,461	82,592	97,603	114,797	134,619	2
	46	25,354	31,846	39,428	43,666	48,229	53,113	58,375	69,958	83,182	98,301	115,618	135,581	
	47	25,534	32,073	39,708	43,975	48,571	53,489	58,790	70,455	83,773	98,999	116,438	136,542	2
	48	25,714	32,299	39,987	44,285	48,913	53,866	59,205	70,952	84,363	99,697	117,259	137,504	
	49	25,895	32,526	40,267	44,595	49,255	54,243	59,620	71,448	84,954	100,395	118,079	138,465	2
	50	26,075	32,752	40,547	44,904	49,597	54,619	60,035	71,945	85,544	101,093	118,900	139,427	
	51	26,255	32,979	40,826	45,214	49,939	54,996	60,449	72,442	86,135	101,791	119,720	140,388	2
	52	26,436	33,205	41,106	45,524	50,281	55,373	60,864	72,939	86,725	102,489	120,541	141,350	
	53	26,616	33,432	41,386	45,833	50,623	55,750	61,279	73,436	87,316	103,187	121,361	142,311	2
	54	26,796	33,658	41,665	46,143	50,965	56,126	61,694	73,933	87,906	103,885	122,182	142,500	
	55	26,976	33,885	41,945	46,453	51,307	56,503	62,109	74,430	88,497	104,583	123,002	142,500	1
	56	27,157	34,111	42,224	46,763	51,650	56,880	62,524	74,927	89,088	105,281	123,823	142,500	1
	57	27,337	34,337	42,504	47,072	51,992	57,257	62,939	75,424	89,678	105,979	124,643	142,500	1
	58	27,517	34,564	42,784	47,382	52,334	57,633	63,353	75,921	90,269	106,677	125,463	142,500	1
	59	27,697	34,790	43,063	47,692	52,676	58,010	63,768	76,418	90,859	107,375	126,284	142,500	1
	60	27,878	35,017	43,343	48,001	53,018	58,387	64,183	76,914	91,450	108,073	127,104	142,500	1
	61	28,058	35,243	43,623	48,311	53,360	58,763	64,598	77,411	92,040	108,771	127,925	142,500	1

Table 60: HOUSTON-GALVESTON-BRAZORIA, TX CMSA

2003 Pay Rates of the Court Personnel System with 20.53% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,983	22,585	27,998	31,008	34,249	37,715	41,414	49,644	59,044	69,769	82,081	96,285	Number of Steps for Annual Increase
	02	18,171	22,821	28,290	31,331	34,605	38,108	41,847	50,162	59,660	70,497	82,937	97,288	
	03	18,359	23,057	28,581	31,654	34,962	38,501	42,280	50,680	60,276	71,225	83,792	98,291	
	04	18,547	23,294	28,873	31,977	35,319	38,894	42,712	51,199	60,892	71,953	84,648	99,294	
	05	18,735	23,530	29,165	32,300	35,676	39,287	43,145	51,717	61,508	72,681	85,504	100,297	
	06	18,923	23,766	29,456	32,623	36,032	39,680	43,578	52,235	62,124	73,409	86,360	101,299	
	07	19,111	24,002	29,748	32,946	36,389	40,073	44,010	52,754	62,739	74,137	87,216	102,302	
	08	19,299	24,239	30,040	33,269	36,746	40,466	44,443	53,272	63,355	74,865	88,071	103,305	
	09	19,487	24,475	30,331	33,592	37,103	40,858	44,876	53,790	63,971	75,593	88,927	104,308	
	10	19,675	24,711	30,623	33,915	37,460	41,251	45,308	54,308	64,587	76,321	89,783	105,311	
	11	19,863	24,947	30,915	34,238	37,816	41,644	45,741	54,827	65,203	77,049	90,639	106,313	
	12	20,051	25,184	31,206	34,561	38,173	42,037	46,174	55,345	65,819	77,777	91,494	107,316	
	13	20,239	25,420	31,498	34,884	38,530	42,430	46,607	55,863	66,435	78,505	92,350	108,319	
	14	20,427	25,656	31,790	35,207	38,887	42,823	47,039	56,382	67,051	79,233	93,206	109,322	
	15	20,615	25,892	32,081	35,530	39,243	43,216	47,472	56,900	67,667	79,961	94,062	110,325	
	16	20,803	26,128	32,373	35,853	39,600	43,609	47,905	57,418	68,283	80,689	94,917	111,328	
	17	20,992	26,365	32,665	36,176	39,957	44,002	48,337	57,936	68,899	81,417	95,773	112,330	
	18	21,180	26,601	32,957	36,499	40,314	44,395	48,770	58,455	69,514	82,145	96,629	113,333	
	19	21,368	26,837	33,248	36,822	40,670	44,788	49,203	58,973	70,130	82,873	97,485	114,336	
	20	21,556	27,073	33,540	37,145	41,027	45,181	49,635	59,491	70,746	83,601	98,340	115,339	
FULL PERFORMANCE RANGE	21	21,744	27,310	33,832	37,468	41,384	45,574	50,068	60,009	71,362	84,329	99,196	116,342	4
	22	21,932	27,546	34,123	37,791	41,741	45,967	50,501	60,528	71,978	85,057	100,052	117,344	
	23	22,120	27,782	34,415	38,114	42,098	46,359	50,934	61,046	72,594	85,785	100,908	118,347	
	24	22,308	28,018	34,707	38,437	42,454	46,752	51,366	61,564	73,210	86,513	101,763	119,350	
	25	22,496	28,255	34,998	38,760	42,811	47,145	51,799	62,083	73,826	87,241	102,619	120,353	4
	26	22,684	28,491	35,290	39,083	43,168	47,538	52,232	62,601	74,442	87,969	103,475	121,356	
	27	22,872	28,727	35,582	39,406	43,525	47,931	52,664	63,119	75,058	88,697	104,331	122,358	
	28	23,060	28,963	35,873	39,729	43,881	48,324	53,097	63,637	75,674	89,425	105,187	123,361	
	29	23,248	29,200	36,165	40,052	44,238	48,717	53,530	64,156	76,289	90,153	106,042	124,364	4
	30	23,436	29,436	36,457	40,375	44,595	49,110	53,962	64,674	76,905	90,881	106,898	125,367	
	31	23,624	29,672	36,748	40,698	44,952	49,503	54,395	65,192	77,521	91,609	107,754	126,370	
	32	23,812	29,908	37,040	41,021	45,308	49,896	54,828	65,711	78,137	92,337	108,610	127,372	
	33	24,000	30,145	37,332	41,344	45,665	50,289	55,261	66,229	78,753	93,065	109,465	128,375	4
	34	24,188	30,381	37,623	41,667	46,022	50,682	55,693	66,747	79,369	93,793	110,321	129,378	
	35	24,376	30,617	37,915	41,990	46,379	51,075	56,126	67,265	79,985	94,521	111,177	130,381	
	36	24,564	30,853	38,207	42,313	46,736	51,468	56,559	67,784	80,601	95,249	112,033	131,384	
	37	24,752	31,090	38,498	42,636	47,092	51,860	56,991	68,302	81,217	95,977	112,888	132,387	2
	38	24,940	31,326	38,790	42,959	47,449	52,253	57,424	68,820	81,833	96,705	113,744	133,389	
	39	25,128	31,562	39,082	43,282	47,806	52,646	57,857	69,338	82,449	97,433	114,600	134,392	2
	40	25,316	31,798	39,374	43,605	48,163	53,039	58,290	69,857	83,064	98,161	115,456	135,395	
	41	25,504	32,034	39,665	43,928	48,519	53,432	58,722	70,375	83,680	98,889	116,311	136,398	2
	42	25,692	32,271	39,957	44,251	48,876	53,825	59,155	70,893	84,296	99,617	117,167	137,401	
	43	25,880	32,507	40,249	44,574	49,233	54,218	59,588	71,412	84,912	100,345	118,023	138,403	2
	44	26,068	32,743	40,540	44,897	49,590	54,611	60,020	71,930	85,528	101,073	118,879	139,406	
	45	26,256	32,979	40,832	45,220	49,946	55,004	60,453	72,448	86,144	101,801	119,735	140,409	2
	46	26,444	33,216	41,124	45,543	50,303	55,397	60,886	72,966	86,760	102,529	120,590	141,412	
	47	26,632	33,452	41,415	45,866	50,660	55,790	61,318	73,485	87,376	103,257	121,446	142,415	2
	48	26,820	33,688	41,707	46,190	51,017	56,183	61,751	74,003	87,992	103,985	122,302	142,500 *	
	49	27,008	33,924	41,999	46,513	51,374	56,576	62,184	74,521	88,608	104,713	123,158	142,500 *	2
	50	27,196	34,161	42,290	46,836	51,730	56,969	62,617	75,040	89,224	105,441	124,013	142,500 *	
	51	27,384	34,397	42,582	47,159	52,087	57,361	63,049	75,558	89,839	106,169	124,869	142,500 *	2
	52	27,572	34,633	42,874	47,482	52,444	57,754	63,482	76,076	90,455	106,897	125,725	142,500 *	
	53	27,760	34,869	43,165	47,805	52,801	58,147	63,915	76,594	91,071	107,625	126,581	142,500 *	2
	54	27,948	35,106	43,457	48,128	53,157	58,540	64,347	77,113	91,687	108,353	127,436	142,500 *	
	55	28,137	35,342	43,749	48,451	53,514	58,933	64,780	77,631	92,303	109,081	128,292	142,500 *	1
	56	28,325	35,578	44,040	48,774	53,871	59,326	65,213	78,149	92,919	109,809	129,148	142,500 *	
	57	28,513	35,814	44,332	49,097	54,228	59,719	65,645	78,668	93,535	110,537	130,004	142,500 *	1
	58	28,701	36,051	44,624	49,420	54,584	60,112	66,078	79,186	94,151	111,265	130,859	142,500 *	
	59	28,889	36,287	44,916	49,743	54,941	60,505	66,511	79,704	94,767	111,993	131,715	142,500 *	1
	60	29,077	36,523	45,207	50,066	55,298	60,898	66,944	80,222	95,383	112,721	132,571	142,500 *	
	61	29,265	36,759	45,499	50,389	55,655	61,291	67,376	80,741	95,999	113,449	133,427	142,500 *	

Table 61: HUNTSVILLE, AL MSA

2003 Pay Rates of the Court Personnel System with 10.06% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,421	20,623	25,566	28,314	31,274	34,439	37,817	45,332	53,915	63,708	74,951	87,921	Number of Steps for Annual Increase
	02	16,593	20,839	25,832	28,609	31,599	34,798	38,212	45,805	54,477	64,373	75,732	88,837	
	03	16,764	21,054	26,099	28,904	31,925	35,156	38,607	46,278	55,040	65,038	76,514	89,753	
	04	16,936	21,270	26,365	29,199	32,251	35,515	39,002	46,751	55,602	65,703	77,295	90,669	
	05	17,108	21,486	26,631	29,494	32,577	35,874	39,397	47,225	56,165	66,367	78,077	91,584	
	06	17,279	21,702	26,898	29,789	32,902	36,233	39,792	47,698	56,727	67,032	78,858	92,500	
	07	17,451	21,917	27,164	30,084	33,228	36,592	40,187	48,171	57,290	67,697	79,639	93,416	
	08	17,623	22,133	27,430	30,379	33,554	36,950	40,582	48,644	57,852	68,362	80,421	94,331	
	09	17,795	22,349	27,697	30,674	33,880	37,309	40,978	49,118	58,414	69,026	81,202	95,247	
	10	17,966	22,565	27,963	30,969	34,206	37,668	41,373	49,591	58,977	69,691	81,984	96,163	
	11	18,138	22,780	28,229	31,264	34,531	38,027	41,768	50,064	59,539	70,356	82,765	97,078	
	12	18,310	22,996	28,496	31,559	34,857	38,386	42,163	50,537	60,102	71,021	83,547	97,994	
	13	18,481	23,212	28,762	31,854	35,183	38,744	42,558	51,011	60,664	71,685	84,328	98,910	
	14	18,653	23,427	29,028	32,149	35,509	39,103	42,953	51,484	61,226	72,350	85,109	99,826	
	15	18,825	23,643	29,295	32,443	35,834	39,462	43,348	51,957	61,789	73,015	85,891	100,741	
	16	18,996	23,859	29,561	32,738	36,160	39,821	43,743	52,430	62,351	73,680	86,672	101,657	
	17	19,168	24,075	29,827	33,033	36,486	40,180	44,138	52,904	62,914	74,344	87,454	102,573	
	18	19,340	24,290	30,094	33,328	36,812	40,538	44,534	53,377	63,476	75,009	88,235	103,488	
	19	19,511	24,506	30,360	33,623	37,138	40,897	44,929	53,850	64,038	75,674	89,017	104,404	
	20	19,683	24,722	30,626	33,918	37,463	41,256	45,324	54,323	64,601	76,339	89,798	105,320	
FULL PERFORMANCE RANGE	21	19,855	24,937	30,893	34,213	37,789	41,615	45,719	54,797	65,163	77,003	90,579	106,235	4
	22	20,027	25,153	31,159	34,508	38,115	41,974	46,114	55,270	65,726	77,668	91,361	107,151	
	23	20,198	25,369	31,425	34,803	38,441	42,332	46,509	55,743	66,288	78,333	92,142	108,067	
	24	20,370	25,585	31,692	35,098	38,766	42,691	46,904	56,216	66,850	78,998	92,924	108,983	
	25	20,542	25,800	31,958	35,393	39,092	43,050	47,299	56,690	67,413	79,663	93,705	109,898	4
	26	20,713	26,016	32,224	35,688	39,418	43,409	47,695	57,163	67,975	80,327	94,487	110,814	
	27	20,885	26,232	32,491	35,983	39,744	43,768	48,090	57,636	68,538	80,992	95,268	111,730	
	28	21,057	26,447	32,757	36,278	40,070	44,126	48,485	58,109	69,100	81,657	96,049	112,645	
	29	21,228	26,663	33,024	36,573	40,395	44,485	48,880	58,583	69,662	82,322	96,831	113,561	4
	30	21,400	26,879	33,290	36,868	40,721	44,844	49,275	59,056	70,225	82,986	97,612	114,477	
	31	21,572	27,095	33,556	37,163	41,047	45,203	49,670	59,529	70,787	83,651	98,394	115,392	
	32	21,743	27,310	33,823	37,458	41,373	45,562	50,065	60,003	71,350	84,316	99,175	116,308	
	33	21,915	27,526	34,089	37,753	41,698	45,920	50,460	60,476	71,912	84,981	99,956	117,224	4
	34	22,087	27,742	34,355	38,048	42,024	46,279	50,855	60,949	72,475	85,645	100,738	118,140	
	35	22,259	27,957	34,622	38,343	42,350	46,638	51,251	61,422	73,037	86,310	101,519	119,055	
	36	22,430	28,173	34,888	38,638	42,676	46,997	51,646	61,896	73,599	86,975	102,301	119,971	
	37	22,602	28,389	35,154	38,933	43,002	47,356	52,041	62,369	74,162	87,640	103,082	120,887	2
	38	22,774	28,605	35,421	39,228	43,327	47,714	52,436	62,842	74,724	88,304	103,864	121,802	
	39	22,945	28,820	35,687	39,523	43,653	48,073	52,831	63,315	75,287	88,969	104,645	122,718	2
	40	23,117	29,036	35,953	39,818	43,979	48,432	53,226	63,789	75,849	89,634	105,426	123,634	
	41	23,289	29,252	36,220	40,112	44,305	48,791	53,621	64,262	76,411	90,299	106,208	124,549	2
	42	23,460	29,467	36,486	40,407	44,630	49,149	54,016	64,735	76,974	90,963	106,989	125,465	
	43	23,632	29,683	36,752	40,702	44,956	49,508	54,411	65,208	77,536	91,628	107,771	126,381	2
	44	23,804	29,899	37,019	40,997	45,282	49,867	54,807	65,682	78,099	92,293	108,552	127,296	
	45	23,975	30,115	37,285	41,292	45,608	50,226	55,202	66,155	78,661	92,958	109,334	128,212	2
	46	24,147	30,330	37,551	41,587	45,934	50,585	55,597	66,628	79,223	93,623	110,115	129,128	
	47	24,319	30,546	37,818	41,882	46,259	50,943	55,992	67,101	79,786	94,287	110,896	130,044	2
	48	24,491	30,762	38,084	42,177	46,585	51,302	56,387	67,575	80,348	94,952	111,678	130,959	
	49	24,662	30,977	38,350	42,472	46,911	51,661	56,782	68,048	80,911	95,617	112,459	131,875	2
	50	24,834	31,193	38,617	42,767	47,237	52,020	57,177	68,521	81,473	96,282	113,241	132,791	
	51	25,006	31,409	38,883	43,062	47,562	52,379	57,572	68,994	82,035	96,946	114,022	133,706	2
	52	25,177	31,625	39,149	43,357	47,888	52,737	57,968	69,468	82,598	97,611	114,804	134,622	
	53	25,349	31,840	39,416	43,652	48,214	53,096	58,363	69,941	83,160	98,276	115,585	135,538	2
	54	25,521	32,056	39,682	43,947	48,540	53,455	58,758	70,414	83,723	98,941	116,366	136,453	
	55	25,692	32,272	39,948	44,242	48,866	53,814	59,153	70,887	84,285	99,605	117,148	137,369	1
	56	25,864	32,488	40,215	44,537	49,191	54,173	59,548	71,361	84,847	100,270	117,929	138,015	
	57	26,036	32,703	40,481	44,832	49,517	54,531	59,943	71,834	85,410	100,935	118,711	138,015	1
	58	26,207	32,919	40,748	45,127	49,843	54,890	60,338	72,307	85,972	101,600	119,492	138,015	
	59	26,379	33,135	41,014	45,422	50,169	55,249	60,733	72,780	86,535	102,264	120,274	138,015	1
	60	26,551	33,350	41,280	45,717	50,494	55,608	61,128	73,254	87,097	102,929	121,055	138,015	
	61	26,723	33,566	41,547	46,012	50,820	55,967	61,524	73,727	87,659	103,594	121,836	138,015	

Table 62: INDIANAPOLIS, IN MSA

2003 Pay Rates of the Court Personnel System with 9.83% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,387	20,580	25,512	28,255	31,208	34,367	37,738	45,237	53,802	63,575	74,794	87,738	Number of Steps for Annual Increase
	02	16,558	20,795	25,778	28,549	31,533	34,725	38,132	45,709	54,364	64,238	75,574	88,651	
	03	16,729	21,010	26,044	28,844	31,858	35,083	38,526	46,181	54,925	64,902	76,354	89,565	
	04	16,901	21,226	26,310	29,138	32,183	35,441	38,920	46,654	55,486	65,565	77,134	90,479	
	05	17,072	21,441	26,576	29,432	32,509	35,799	39,315	47,126	56,047	66,229	77,913	91,393	
	06	17,243	21,656	26,841	29,727	32,834	36,157	39,709	47,598	56,609	66,892	78,693	92,307	
	07	17,415	21,872	27,107	30,021	33,159	36,515	40,103	48,070	57,170	67,555	79,473	93,220	
	08	17,586	22,087	27,373	30,315	33,484	36,873	40,498	48,543	57,731	68,219	80,253	94,134	
	09	17,757	22,302	27,639	30,610	33,809	37,231	40,892	49,015	58,292	68,882	81,033	95,048	
	10	17,929	22,517	27,905	30,904	34,134	37,589	41,286	49,487	58,854	69,545	81,812	95,962	
FULL PERFORMANCE RANGE	11	18,100	22,733	28,170	31,198	34,459	37,947	41,680	49,959	59,415	70,209	82,592	96,876	
	12	18,271	22,948	28,436	31,493	34,784	38,305	42,075	50,432	59,976	70,872	83,372	97,789	
	13	18,443	23,163	28,702	31,787	35,109	38,663	42,469	50,904	60,537	71,536	84,152	98,703	
	14	18,614	23,378	28,968	32,081	35,434	39,022	42,863	51,376	61,098	72,199	84,932	99,617	
	15	18,785	23,594	29,233	32,376	35,760	39,380	43,258	51,849	61,660	72,862	85,711	100,531	
	16	18,957	23,809	29,499	32,670	36,085	39,738	43,652	52,321	62,221	73,526	86,491	101,444	
	17	19,128	24,024	29,765	32,964	36,410	40,096	44,046	52,793	62,782	74,189	87,271	102,358	
	18	19,299	24,239	30,031	33,259	36,735	40,454	44,441	53,265	63,343	74,852	88,051	103,272	
	19	19,471	24,455	30,297	33,553	37,060	40,812	44,835	53,738	63,905	75,516	88,831	104,186	
	20	19,642	24,670	30,562	33,847	37,385	41,170	45,229	54,210	64,466	76,179	89,610	105,100	
21	19,813	24,885	30,828	34,142	37,710	41,528	45,623	54,682	65,027	76,843	90,390	106,013	4	
22	19,985	25,101	31,094	34,436	38,035	41,886	46,018	55,154	65,588	77,506	91,170	106,927		
23	20,156	25,316	31,360	34,730	38,360	42,244	46,412	55,627	66,150	78,169	91,950	107,841		
24	20,327	25,531	31,626	35,025	38,685	42,602	46,806	56,099	66,711	78,833	92,729	108,755		
25	20,499	25,746	31,891	35,319	39,011	42,960	47,201	56,571	67,272	79,496	93,509	109,669		
26	20,670	25,962	32,157	35,613	39,336	43,318	47,595	57,044	67,833	80,159	94,289	110,582		
27	20,841	26,177	32,423	35,908	39,661	43,676	47,989	57,516	68,394	80,823	95,069	111,496		
28	21,013	26,392	32,689	36,202	39,986	44,034	48,383	57,988	68,956	81,486	95,849	112,410		
29	21,184	26,607	32,954	36,497	40,311	44,392	48,778	58,460	69,517	82,150	96,628	113,324	4	
30	21,355	26,823	33,220	36,791	40,636	44,750	49,172	58,933	70,078	82,813	97,408	114,237	4	
31	21,527	27,038	33,486	37,085	40,961	45,108	49,566	59,405	70,639	83,476	98,188	115,151		
32	21,698	27,253	33,752	37,380	41,286	45,466	49,961	59,877	71,201	84,140	98,968	116,065		
33	21,869	27,468	34,018	37,674	41,611	45,824	50,355	60,349	71,762	84,803	99,748	116,979		
34	22,041	27,684	34,283	37,968	41,936	46,182	50,749	60,822	72,323	85,466	100,527	117,893	2	
35	22,212	27,899	34,549	38,263	42,261	46,540	51,143	61,294	72,884	86,130	101,307	118,806		
36	22,383	28,114	34,815	38,557	42,587	46,899	51,538	61,766	73,446	86,793	102,087	119,720		
37	22,555	28,330	35,081	38,851	42,912	47,257	51,932	62,238	74,007	87,457	102,867	120,634		
38	22,726	28,545	35,347	39,146	43,237	47,615	52,326	62,711	74,568	88,120	103,647	121,548	2	
39	22,897	28,760	35,612	39,440	43,562	47,973	52,721	63,183	75,129	88,783	104,426	122,462		
40	23,069	28,975	35,878	39,734	43,887	48,331	53,115	63,655	75,690	89,447	105,206	123,375	2	
41	23,240	29,191	36,144	40,029	44,212	48,689	53,509	64,128	76,252	90,110	105,986	124,289		
42	23,411	29,406	36,410	40,323	44,537	49,047	53,903	64,600	76,813	90,773	106,766	125,203	2	
43	23,583	29,621	36,676	40,617	44,862	49,405	54,298	65,072	77,374	91,437	107,546	126,117		
44	23,754	29,836	36,941	40,912	45,187	49,763	54,692	65,544	77,935	92,100	108,325	127,030	2	
45	23,925	30,052	37,207	41,206	45,512	50,121	55,086	66,017	78,497	92,764	109,105	127,944		
46	24,097	30,267	37,473	41,500	45,838	50,479	55,481	66,489	79,058	93,427	109,885	128,858	2	
47	24,268	30,482	37,739	41,795	46,163	50,837	55,875	66,961	79,619	94,090	110,665	129,772		
48	24,439	30,697	38,004	42,089	46,488	51,195	56,269	67,433	80,180	94,754	111,445	130,686	2	
49	24,611	30,913	38,270	42,383	46,813	51,553	56,663	67,906	80,742	95,417	112,224	131,599		
50	24,782	31,128	38,536	42,678	47,138	51,911	57,058	68,378	81,303	96,080	113,004	132,513	2	
51	24,953	31,343	38,802	42,972	47,463	52,269	57,452	68,850	81,864	96,744	113,784	133,427		
52	25,125	31,559	39,068	43,266	47,788	52,627	57,846	69,322	82,425	97,407	114,564	134,341	2	
53	25,296	31,774	39,333	43,561	48,113	52,985	58,241	69,795	82,986	98,071	115,343	135,255		
54	25,467	31,989	39,599	43,855	48,438	53,343	58,635	70,267	83,548	98,734	116,123	136,168	1	
55	25,639	32,204	39,865	44,149	48,763	53,701	59,029	70,739	84,109	99,397	116,903	137,082		
56	25,810	32,420	40,131	44,444	49,089	54,059	59,424	71,212	84,670	100,061	117,683	137,727	1	
57	25,981	32,635	40,397	44,738	49,414	54,417	59,818	71,684	85,231	100,724	118,463	137,727	1	
58	26,153	32,850	40,662	45,032	49,739	54,776	60,212	72,156	85,793	101,387	119,242	137,727	1	
59	26,324	33,065	40,928	45,327	50,064	55,134	60,606	72,628	86,354	102,051	120,022	137,727	1	
60	26,495	33,281	41,194	45,621	50,389	55,492	61,001	73,101	86,915	102,714	120,802	137,727	1	
61	26,667	33,496	41,460	45,916	50,714	55,850	61,395	73,573	87,476	103,377	121,582	137,727		

Table 63: KANSAS CITY, MO-KS MSA

2003 Pay Rates of the Court Personnel System with 10.26% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,451	20,661	25,612	28,365	31,330	34,501	37,885	45,414	54,013	63,824	75,087	88,081	Number of Steps for Annual Increase
	02	16,623	20,877	25,879	28,661	31,657	34,861	38,281	45,888	54,576	64,490	75,870	88,999	
	03	16,795	21,093	26,146	28,956	31,983	35,220	38,677	46,362	55,140	65,156	76,653	89,916	
	04	16,967	21,309	26,413	29,252	32,309	35,580	39,073	46,836	55,703	65,822	77,436	90,833	
	05	17,139	21,525	26,680	29,547	32,636	35,939	39,469	47,310	56,267	66,488	78,218	91,751	
	06	17,311	21,741	26,946	29,843	32,962	36,299	39,865	47,784	56,830	67,154	79,001	92,668	
	07	17,483	21,957	27,213	30,138	33,289	36,658	40,260	48,259	57,394	67,820	79,784	93,585	
	08	17,655	22,173	27,480	30,434	33,615	37,018	40,656	48,733	57,957	68,486	80,567	94,503	
	09	17,827	22,389	27,747	30,729	33,941	37,377	41,052	49,207	58,520	69,152	81,350	95,420	
	10	17,999	22,606	28,014	31,025	34,268	37,736	41,448	49,681	59,084	69,818	82,133	96,337	
	11	18,171	22,822	28,281	31,320	34,594	38,096	41,844	50,155	59,647	70,484	82,916	97,255	
	12	18,343	23,038	28,547	31,616	34,920	38,455	42,240	50,629	60,211	71,150	83,698	98,172	
	13	18,515	23,254	28,814	31,911	35,247	38,815	42,635	51,103	60,774	71,816	84,481	99,090	
	14	18,687	23,470	29,081	32,207	35,573	39,174	43,031	51,577	61,338	72,482	85,264	100,007	
	15	18,859	23,686	29,348	32,502	35,900	39,574	43,427	52,052	61,901	73,148	86,047	100,924	
	16	19,031	23,902	29,615	32,798	36,226	39,893	43,823	52,526	62,464	73,814	86,830	101,842	
	17	19,203	24,118	29,882	33,093	36,552	40,253	44,219	53,000	63,028	74,480	87,613	102,759	
	18	19,375	24,334	30,148	33,389	36,879	40,612	44,615	53,474	63,591	75,145	88,395	103,676	
	19	19,547	24,550	30,415	33,684	37,205	40,972	45,010	53,948	64,155	75,811	89,178	104,594	
	20	19,719	24,767	30,682	33,980	37,531	41,331	45,406	54,422	64,718	76,477	89,961	105,511	
FULL PERFORMANCE RANGE	21	19,891	24,983	30,949	34,275	37,858	41,690	45,802	54,896	65,282	77,143	90,744	106,428	4
	22	20,063	25,199	31,216	34,571	38,184	42,050	46,198	55,370	65,845	77,809	91,527	107,346	
	23	20,235	25,415	31,483	34,866	38,511	42,409	46,594	55,844	66,408	78,475	92,310	108,263	
	24	20,407	25,631	31,749	35,162	38,837	42,769	46,990	56,319	66,972	79,141	93,093	109,181	
	25	20,579	25,847	32,016	35,457	39,163	43,128	47,385	56,793	67,535	79,807	93,875	110,098	4
	26	20,751	26,063	32,283	35,753	39,490	43,488	47,781	57,267	68,099	80,473	94,658	111,015	
	27	20,923	26,279	32,550	36,048	39,816	43,847	48,177	57,741	68,662	81,139	95,441	111,933	
	28	21,095	26,495	32,817	36,344	40,142	44,207	48,573	58,215	69,226	81,805	96,224	112,850	
	29	21,267	26,712	33,084	36,639	40,469	44,566	48,969	58,689	69,789	82,471	97,007	113,767	4
	30	21,439	26,928	33,350	36,935	40,795	44,925	49,365	59,163	70,352	83,137	97,790	114,685	
	31	21,611	27,144	33,617	37,230	41,121	45,285	49,760	59,637	70,916	83,803	98,572	115,602	
	32	21,783	27,360	33,884	37,526	41,448	45,644	50,156	60,112	71,479	84,469	99,355	116,519	
	33	21,955	27,576	34,151	37,821	41,774	46,004	50,552	60,586	72,043	85,135	100,138	117,437	4
	34	22,127	27,792	34,418	38,117	42,101	46,363	50,948	61,060	72,606	85,801	100,921	118,354	
	35	22,299	28,008	34,684	38,412	42,427	46,723	51,344	61,534	73,170	86,467	101,704	119,272	
	36	22,471	28,224	34,951	38,708	42,753	47,082	51,740	62,008	73,733	87,133	102,487	120,189	
	37	22,643	28,440	35,218	39,003	43,080	47,442	52,135	62,482	74,296	87,799	103,270	121,106	2
	38	22,815	28,657	35,485	39,299	43,406	47,801	52,531	62,956	74,860	88,465	104,052	122,024	
	39	22,987	28,873	35,752	39,594	43,732	48,160	52,927	63,430	75,423	89,131	104,835	122,941	
	40	23,159	29,089	36,019	39,890	44,059	48,520	53,323	63,904	75,987	89,797	105,618	123,858	
	41	23,331	29,305	36,285	40,185	44,385	48,879	53,719	64,379	76,550	90,463	106,401	124,776	2
	42	23,503	29,521	36,552	40,481	44,712	49,239	54,115	64,853	77,114	91,129	107,184	125,693	
	43	23,675	29,737	36,819	40,776	45,038	49,598	54,510	65,327	77,677	91,795	107,967	126,610	
	44	23,847	29,953	37,086	41,072	45,364	49,958	54,906	65,801	78,240	92,461	108,749	127,528	
	45	24,019	30,169	37,353	41,367	45,691	50,317	55,302	66,275	78,804	93,127	109,532	128,445	2
	46	24,191	30,385	37,620	41,663	46,017	50,677	55,698	66,749	79,367	93,793	110,315	129,363	
	47	24,363	30,602	37,886	41,958	46,343	51,036	56,094	67,223	79,931	94,459	111,098	130,280	
	48	24,535	30,818	38,153	42,254	46,670	51,395	56,490	67,697	80,494	95,125	111,881	131,197	
	49	24,707	31,034	38,420	42,549	46,996	51,755	56,885	68,172	81,058	95,791	112,664	132,115	2
	50	24,879	31,250	38,687	42,845	47,322	52,114	57,281	68,646	81,621	96,457	113,447	133,032	
	51	25,051	31,466	38,954	43,140	47,649	52,474	57,677	69,120	82,184	97,123	114,229	133,949	
	52	25,223	31,682	39,221	43,436	47,975	52,833	58,073	69,594	82,748	97,788	115,012	134,867	
	53	25,395	31,898	39,487	43,731	48,302	53,193	58,469	70,068	83,311	98,454	115,795	135,784	2
	54	25,567	32,114	39,754	44,027	48,628	53,552	58,865	70,542	83,875	99,120	116,578	136,701	
	55	25,739	32,330	40,021	44,322	48,954	53,912	59,260	71,016	84,438	99,786	117,361	137,619	
	56	25,911	32,547	40,288	44,618	49,281	54,271	59,656	71,490	85,002	100,452	118,144	138,536	
	57	26,083	32,763	40,555	44,913	49,607	54,631	60,052	71,964	85,565	101,118	118,926	139,453	1
	58	26,255	32,979	40,822	45,209	49,933	54,990	60,448	72,439	86,128	101,784	119,709	140,370	
	59	26,427	33,195	41,088	45,504	50,260	55,349	60,844	72,913	86,692	102,450	120,492	141,287	
	60	26,599	33,411	41,355	45,800	50,586	55,709	61,240	73,387	87,255	103,116	121,275	142,204	
	61	26,771	33,627	41,622	46,095	50,913	56,068	61,635	73,861	87,819	103,782	122,058	143,121	

Table 64: LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA*

2003 Pay Rates of the Court Personnel System with 17.71% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,562	22,056	27,343	30,282	33,447	36,833	40,445	48,482	57,663	68,136	80,161	94,033	Number of Steps for Annual Increase
	02	17,746	22,287	27,628	30,598	33,796	37,216	40,868	48,989	58,264	68,847	80,996	95,012	
	03	17,930	22,518	27,913	30,913	34,144	37,600	41,290	49,495	58,866	69,558	81,832	95,991	
	04	18,113	22,749	28,197	31,228	34,493	37,984	41,713	50,001	59,467	70,269	82,668	96,971	
	05	18,297	22,979	28,482	31,544	34,841	38,368	42,135	50,507	60,069	70,980	83,503	97,950	
	06	18,480	23,210	28,767	31,859	35,189	38,751	42,558	51,013	60,670	71,691	84,339	98,929	
	07	18,664	23,441	29,052	32,175	35,538	39,135	42,981	51,519	61,272	72,402	85,175	99,909	
	08	18,848	23,671	29,337	32,490	35,886	39,519	43,403	52,025	61,873	73,113	86,011	100,888	
	09	19,031	23,902	29,622	32,806	36,235	39,903	43,826	52,532	62,475	73,824	86,846	101,867	
	10	19,215	24,133	29,907	33,121	36,583	40,286	44,248	53,038	63,076	74,535	87,682	102,847	
	11	19,399	24,364	30,191	33,437	36,932	40,670	44,671	53,544	63,678	75,246	88,518	103,826	
	12	19,582	24,594	30,476	33,752	37,280	41,054	45,094	54,050	64,279	75,957	89,354	104,805	
	13	19,766	24,825	30,761	34,068	37,628	41,437	45,516	54,556	64,881	76,668	90,189	105,785	
	14	19,949	25,056	31,046	34,383	37,977	41,821	45,939	55,062	65,482	77,379	91,025	106,764	
	15	20,133	25,286	31,331	34,699	38,325	42,205	46,361	55,569	66,084	78,090	91,861	107,743	
	16	20,317	25,517	31,616	35,014	38,674	42,589	46,784	56,075	66,685	78,801	92,697	108,723	
	17	20,500	25,748	31,901	35,329	39,022	42,972	47,206	56,581	67,287	79,512	93,532	109,702	
	18	20,684	25,979	32,185	35,645	39,370	43,356	47,629	57,087	67,888	80,223	94,368	110,682	
	19	20,868	26,209	32,470	35,960	39,719	43,740	48,052	57,593	68,490	80,934	95,204	111,661	
	20	21,051	26,440	32,755	36,276	40,067	44,124	48,474	58,099	69,091	81,645	96,040	112,640	
FULL PERFORMANCE RANGE	21	21,235	26,671	33,040	36,591	40,416	44,507	48,897	58,605	69,693	82,356	96,875	113,620	4
	22	21,419	26,901	33,325	36,907	40,764	44,891	49,319	59,112	70,294	83,067	97,711	114,599	
	23	21,602	27,132	33,610	37,222	41,113	45,275	49,742	59,618	70,896	83,778	98,547	115,578	
	24	21,786	27,363	33,895	37,538	41,461	45,659	50,164	60,124	71,497	84,489	99,383	116,558	
	25	21,969	27,594	34,179	37,853	41,809	46,042	50,587	60,630	72,099	85,200	100,218	117,537	
	26	22,153	27,824	34,464	38,169	42,158	46,426	51,010	61,136	72,700	85,911	101,054	118,516	
	27	22,337	28,055	34,749	38,484	42,506	46,810	51,432	61,642	73,302	86,622	101,890	119,496	
	28	22,520	28,286	35,034	38,800	42,855	47,193	51,855	62,149	73,903	87,333	102,726	120,475	
	29	22,704	28,516	35,319	39,115	43,203	47,577	52,277	62,655	74,505	88,044	103,561	121,454	
	30	22,888	28,747	35,604	39,430	43,552	47,961	52,700	63,161	75,106	88,755	104,397	122,434	
	31	23,071	28,978	35,889	39,746	43,900	48,345	53,123	63,667	75,708	89,465	105,233	123,413	
	32	23,255	29,209	36,173	40,061	44,248	48,728	53,545	64,173	76,309	90,176	106,068	124,392	
	33	23,438	29,439	36,458	40,377	44,597	49,112	53,968	64,679	76,911	90,887	106,904	125,372	
	34	23,622	29,670	36,743	40,692	44,945	49,496	54,390	65,185	77,512	91,598	107,740	126,351	
	35	23,806	29,901	37,028	41,008	45,294	49,880	54,813	65,692	78,114	92,309	108,576	127,330	
	36	23,989	30,131	37,313	41,323	45,642	50,263	55,235	66,198	78,715	93,020	109,411	128,310	
	37	24,173	30,362	37,598	41,639	45,990	50,647	55,658	66,704	79,317	93,731	110,247	129,289	
	38	24,357	30,593	37,883	41,954	46,339	51,031	56,081	67,210	79,918	94,442	111,083	130,268	
	39	24,540	30,824	38,167	42,270	46,687	51,415	56,503	67,716	80,520	95,153	111,919	131,248	
	40	24,724	31,054	38,452	42,585	47,036	51,798	56,926	68,222	81,121	95,864	112,754	132,227	
	41	24,907	31,285	38,737	42,901	47,384	52,182	57,348	68,729	81,723	96,575	113,590	133,207	
	42	25,091	31,516	39,022	43,216	47,733	52,566	57,771	69,235	82,324	97,286	114,426	134,186	
FULL PERFORMANCE RANGE	43	25,275	31,746	39,307	43,532	48,081	52,949	58,193	69,741	82,926	97,997	115,262	135,165	2
	44	25,458	31,977	39,592	43,847	48,429	53,333	58,616	70,247	83,527	98,708	116,097	136,145	
	45	25,642	32,208	39,877	44,162	48,778	53,717	59,039	70,753	84,129	99,419	116,933	137,124	
	46	25,826	32,439	40,161	44,478	49,126	54,101	59,461	71,259	84,730	100,130	117,769	138,103	
	47	26,009	32,669	40,446	44,793	49,475	54,484	59,884	71,765	85,332	100,841	118,605	139,083	
	48	26,193	32,900	40,731	45,109	49,823	54,868	60,306	72,272	85,933	101,552	119,440	140,062	
	49	26,376	33,131	41,016	45,424	50,172	55,252	60,729	72,778	86,535	102,263	120,276	141,041	
	50	26,560	33,361	41,301	45,740	50,520	55,636	61,152	73,284	87,136	102,974	121,112	142,021	
	51	26,744	33,592	41,586	46,055	50,868	56,019	61,574	73,790	87,738	103,685	121,948	142,500 *	
	52	26,927	33,823	41,871	46,371	51,217	56,403	61,997	74,296	88,339	104,396	122,783	142,500 *	
	53	27,111	34,054	42,155	46,686	51,565	56,787	62,419	74,802	88,940	105,107	123,619	142,500 *	
	54	27,295	34,284	42,440	47,002	51,914	57,171	62,842	75,309	89,542	105,818	124,455	142,500 *	
	55	27,478	34,515	42,725	47,317	52,262	57,554	63,264	75,815	90,143	106,529	125,291	142,500 *	
	56	27,662	34,746	43,010	47,633	52,610	57,938	63,687	76,321	90,745	107,240	126,126	142,500 *	
	57	27,845	34,976	43,295	47,948	52,959	58,322	64,110	76,827	91,346	107,951	126,962	142,500 *	
	58	28,029	35,207	43,580	48,263	53,307	58,706	64,532	77,333	91,948	108,662	127,798	142,500 *	
	59	28,213	35,438	43,865	48,579	53,656	59,089	64,955	77,839	92,549	109,373	128,633	142,500 *	
	60	28,396	35,668	44,149	48,894	54,004	59,473	65,377	78,345	93,151	110,084	129,469	142,500 *	
	61	28,580	35,899	44,434	49,210	54,353	59,857	65,800	78,852	93,752	110,795	130,305	142,500 *	

* This table also applies to Santa Barbara County, CA.

Table L2: MIAMI-FORT LAUDERDALE, FL CMSA

2003 Pay Rates of the Court Personnel System with 13.81% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,980	21,326	26,437	29,279	32,339	35,612	39,105	46,876	55,752	65,879	77,505	90,917	Number of Steps for Annual Increase
	02	17,158	21,549	26,712	29,584	32,676	35,983	39,514	47,365	56,334	66,566	78,313	91,864	
	03	17,336	21,772	26,988	29,889	33,013	36,354	39,922	47,855	56,915	67,254	79,121	92,811	
	04	17,513	21,995	27,263	30,194	33,350	36,725	40,331	48,344	57,497	67,941	79,929	93,758	
	05	17,691	22,218	27,539	30,499	33,687	37,096	40,739	48,834	58,078	68,629	80,737	94,705	
	06	17,868	22,441	27,814	30,804	34,023	37,467	41,148	49,323	58,660	69,316	81,545	95,652	
	07	18,046	22,664	28,089	31,109	34,360	37,838	41,557	49,812	59,242	70,003	82,353	96,599	
	08	18,223	22,887	28,365	31,414	34,697	38,209	41,965	50,302	59,823	70,691	83,161	97,545	
	09	18,401	23,110	28,640	31,719	35,034	38,580	42,374	50,791	60,405	71,378	83,969	98,492	
	10	18,578	23,333	28,916	32,024	35,371	38,951	42,782	51,281	60,986	72,066	84,777	99,439	
	11	18,756	23,556	29,191	32,329	35,708	39,322	43,191	51,770	61,568	72,753	85,585	100,386	
	12	18,933	23,779	29,467	32,634	36,045	39,694	43,599	52,259	62,149	73,440	86,393	101,333	
	13	19,111	24,003	29,742	32,939	36,382	40,065	44,008	52,749	62,731	74,128	87,201	102,280	
	14	19,289	24,226	30,017	33,244	36,719	40,436	44,417	53,238	63,313	74,815	88,009	103,227	
	15	19,466	24,449	30,293	33,549	37,055	40,807	44,825	53,727	63,894	75,503	88,817	104,174	
	16	19,644	24,672	30,568	33,854	37,392	41,178	45,234	54,217	64,476	76,190	89,625	105,121	
	17	19,821	24,895	30,844	34,159	37,729	41,549	45,642	54,706	65,057	76,878	90,433	106,068	
	18	19,999	25,118	31,119	34,464	38,066	41,920	46,051	55,196	65,639	77,565	91,241	107,014	
	19	20,176	25,341	31,394	34,769	38,403	42,291	46,460	55,685	66,220	78,252	92,050	107,961	
	20	20,354	25,564	31,670	35,074	38,740	42,662	46,868	56,174	66,802	78,940	92,858	108,908	
FULL PERFORMANCE RANGE	21	20,531	25,787	31,945	35,379	39,077	43,033	47,277	56,664	67,383	79,627	93,666	109,855	4
	22	20,709	26,010	32,221	35,684	39,414	43,404	47,685	57,153	67,965	80,315	94,474	110,802	
	23	20,886	26,233	32,496	35,989	39,750	43,775	48,094	57,642	68,547	81,002	95,282	111,749	
	24	21,064	26,456	32,772	36,294	40,087	44,146	48,502	58,132	69,128	81,689	96,090	112,696	
	25	21,241	26,679	33,047	36,599	40,424	44,517	48,911	58,621	69,710	82,377	96,898	113,643	4
	26	21,419	26,902	33,322	36,904	40,761	44,888	49,320	59,111	70,291	83,064	97,706	114,590	
	27	21,597	27,125	33,598	37,209	41,098	45,259	49,728	59,600	70,873	83,752	98,514	115,536	
	28	21,774	27,349	33,873	37,514	41,435	45,630	50,137	60,089	71,454	84,439	99,322	116,483	
	29	21,952	27,572	34,149	37,819	41,772	46,001	50,545	60,579	72,036	85,126	100,130	117,430	4
	30	22,129	27,795	34,424	38,124	42,109	46,372	50,954	61,068	72,618	85,814	100,938	118,377	
	31	22,307	28,018	34,700	38,429	42,445	46,743	51,362	61,558	73,199	86,501	101,746	119,324	
	32	22,484	28,241	34,975	38,734	42,782	47,114	51,771	62,047	73,781	87,189	102,554	120,271	
	33	22,662	28,464	35,250	39,039	43,119	47,485	52,180	62,536	74,362	87,876	103,362	121,218	4
	34	22,839	28,687	35,526	39,344	43,456	47,856	52,588	63,026	74,944	88,564	104,170	122,165	
	35	23,017	28,910	35,801	39,649	43,793	48,227	52,997	63,515	75,525	89,251	104,978	123,112	
	36	23,194	29,133	36,077	39,954	44,130	48,598	53,405	64,004	76,107	89,938	105,786	124,059	
	37	23,372	29,356	36,352	40,259	44,467	48,969	53,814	64,494	76,689	90,626	106,594	125,005	2
	38	23,550	29,579	36,627	40,564	44,804	49,340	54,222	64,983	77,270	91,313	107,402	125,952	
	39	23,727	29,802	36,903	40,869	45,140	49,711	54,631	65,473	77,852	92,001	108,211	126,899	
	40	23,905	30,025	37,178	41,174	45,477	50,082	55,040	65,962	78,433	92,688	109,019	127,846	
	41	24,082	30,248	37,454	41,479	45,814	50,453	55,448	66,451	79,015	93,375	109,827	128,793	2
	42	24,260	30,471	37,729	41,784	46,151	50,824	55,857	66,941	79,596	94,063	110,635	129,740	
	43	24,437	30,695	38,005	42,089	46,488	51,195	56,265	67,430	80,178	94,750	111,443	130,687	
	44	24,615	30,918	38,280	42,394	46,825	51,566	56,674	67,920	80,760	95,438	112,251	131,634	
	45	24,792	31,141	38,555	42,699	47,162	51,937	57,083	68,409	81,341	96,125	113,059	132,581	2
	46	24,970	31,364	38,831	43,004	47,499	52,308	57,491	68,898	81,923	96,812	113,867	133,528	
	47	25,147	31,587	39,106	43,309	47,835	52,679	57,900	69,388	82,504	97,500	114,675	134,474	
	48	25,325	31,810	39,382	43,614	48,172	53,050	58,308	69,877	83,086	98,187	115,483	135,421	
	49	25,503	32,033	39,657	43,919	48,509	53,421	58,717	70,366	83,667	98,875	116,291	136,368	2
	50	25,680	32,256	39,933	44,224	48,846	53,792	59,125	70,856	84,249	99,562	117,099	137,315	
	51	25,858	32,479	40,208	44,529	49,183	54,163	59,534	71,345	84,831	100,250	117,907	138,262	
	52	26,035	32,702	40,483	44,834	49,520	54,534	59,943	71,835	85,412	100,937	118,715	139,209	
	53	26,213	32,925	40,759	45,139	49,857	54,905	60,351	72,324	85,994	101,624	119,523	140,156	2
	54	26,390	33,148	41,034	45,444	50,194	55,276	60,760	72,813	86,575	102,312	120,331	141,103	
	55	26,568	33,371	41,310	45,749	50,531	55,647	61,168	73,303	87,157	102,999	121,139	142,050	
	56	26,745	33,594	41,585	46,054	50,867	56,018	61,577	73,792	87,738	103,687	121,947	142,500 *	
	57	26,923	33,818	41,860	46,359	51,204	56,389	61,985	74,282	88,320	104,374	122,755	142,500 *	1
	58	27,100	34,041	42,136	46,664	51,541	56,760	62,394	74,771	88,902	105,061	123,564	142,500 *	
	59	27,278	34,264	42,411	46,969	51,878	57,131	62,803	75,260	89,483	105,749	124,372	142,500 *	
	60	27,456	34,487	42,687	47,274	52,215	57,503	63,211	75,750	90,065	106,436	125,180	142,500 *	
	61	27,633	34,710	42,962	47,579	52,552	57,874	63,620	76,239	90,646	107,124	125,988	142,500 *	

Table L6: MILWAUKEE-RACINE, WI CMSA

2003 Pay Rates of the Court Personnel System with 11.20% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,591	20,837	25,831	28,607	31,597	34,796	38,208	45,801	54,474	64,368	75,727	88,832	Number of Steps for Annual Increase
	02	16,765	21,055	26,100	28,905	31,927	35,158	38,608	46,279	55,042	65,040	76,517	89,757	
	03	16,938	21,273	26,369	29,203	32,256	35,521	39,007	46,757	55,610	65,711	77,306	90,682	
	04	17,111	21,491	26,638	29,501	32,585	35,883	39,406	47,236	56,178	66,383	78,096	91,608	
	05	17,285	21,708	26,907	29,799	32,914	36,246	39,805	47,714	56,746	67,055	78,885	92,533	
	06	17,458	21,926	27,176	30,097	33,243	36,608	40,204	48,192	57,315	67,726	79,675	93,458	
	07	17,632	22,144	27,445	30,395	33,572	36,971	40,604	48,670	57,883	68,398	80,464	94,383	
	08	17,805	22,362	27,714	30,693	33,902	37,333	41,003	49,148	58,451	69,070	81,254	95,308	
	09	17,979	22,580	27,983	30,991	34,231	37,696	41,402	49,626	59,019	69,741	82,043	96,234	
	10	18,152	22,798	28,253	31,289	34,560	38,058	41,801	50,104	59,588	70,413	82,833	97,159	
	11	18,326	23,016	28,522	31,587	34,889	38,421	42,200	50,583	60,156	71,085	83,622	98,084	
	12	18,499	23,234	28,791	31,885	35,218	38,783	42,600	51,061	60,724	71,756	84,412	99,009	
	13	18,673	23,452	29,060	32,184	35,547	39,146	42,999	51,539	61,292	72,428	85,201	99,934	
	14	18,846	23,670	29,329	32,482	35,876	39,508	43,398	52,017	61,861	73,100	85,991	100,860	
	15	19,020	23,888	29,598	32,780	36,206	39,871	43,797	52,495	62,429	73,771	86,780	101,785	
	16	19,193	24,106	29,867	33,078	36,535	40,233	44,196	52,973	62,997	74,443	87,570	102,710	
	17	19,367	24,324	30,136	33,376	36,864	40,596	44,596	53,452	63,565	75,114	88,360	103,635	
	18	19,540	24,542	30,405	33,674	37,193	40,958	44,995	53,930	64,133	75,786	89,149	104,560	
	19	19,714	24,760	30,675	33,972	37,522	41,321	45,394	54,408	64,702	76,458	89,939	105,485	
	20	19,887	24,978	30,944	34,270	37,851	41,683	45,793	54,886	65,270	77,129	90,728	106,411	
FULL PERFORMANCE RANGE	21	20,060	25,196	31,213	34,568	38,181	42,046	46,192	55,364	65,838	77,801	91,518	107,336	4
	22	20,234	25,414	31,482	34,866	38,510	42,408	46,592	55,842	66,406	78,473	92,307	108,261	
	23	20,407	25,632	31,751	35,164	38,839	42,771	46,991	56,321	66,975	79,144	93,097	109,186	
	24	20,581	25,850	32,020	35,462	39,168	43,133	47,390	56,799	67,543	79,816	93,886	110,111	
	25	20,754	26,068	32,289	35,760	39,497	43,496	47,789	57,277	68,111	80,488	94,676	111,037	4
	26	20,928	26,285	32,558	36,058	39,826	43,858	48,189	57,755	68,679	81,159	95,465	111,962	
	27	21,101	26,503	32,827	36,356	40,155	44,221	48,588	58,233	69,248	81,831	96,255	112,887	
	28	21,275	26,721	33,096	36,654	40,485	44,583	48,987	58,711	69,816	82,503	97,044	113,812	
	29	21,448	26,939	33,366	36,952	40,814	44,946	49,386	59,190	70,384	83,174	97,834	114,737	4
	30	21,622	27,157	33,635	37,250	41,143	45,308	49,785	59,668	70,952	83,846	98,623	115,662	
	31	21,795	27,375	33,904	37,548	41,472	45,671	50,185	60,146	71,521	84,518	99,413	116,588	
	32	21,969	27,593	34,173	37,846	41,801	46,033	50,584	60,624	72,089	85,189	100,202	117,513	
	33	22,142	27,811	34,442	38,144	42,130	46,396	50,983	61,102	72,657	85,861	100,992	118,438	4
	34	22,316	28,029	34,711	38,442	42,459	46,758	51,382	61,580	73,225	86,533	101,781	119,363	
	35	22,489	28,247	34,980	38,740	42,789	47,121	51,781	62,058	73,793	87,204	102,571	120,288	
	36	22,663	28,465	35,249	39,038	43,118	47,484	52,181	62,537	74,362	87,876	103,360	121,214	
	37	22,836	28,683	35,518	39,336	43,447	47,846	52,580	63,015	74,930	88,547	104,150	122,139	2
	38	23,010	28,901	35,787	39,634	43,776	48,209	52,979	63,493	75,498	89,219	104,939	123,064	
	39	23,183	29,119	36,057	39,932	44,105	48,571	53,378	63,971	76,066	89,891	105,729	123,989	
	40	23,356	29,337	36,326	40,230	44,434	48,934	53,777	64,449	76,635	90,562	106,518	124,914	
	41	23,530	29,555	36,595	40,528	44,764	49,296	54,177	64,927	77,203	91,234	107,308	125,839	2
42	23,703	29,773	36,864	40,826	45,093	49,659	54,576	65,406	77,771	91,906	108,098	126,765		
43	23,877	29,991	37,133	41,124	45,422	50,021	54,975	65,884	78,339	92,577	108,887	127,690		
44	24,050	30,209	37,402	41,422	45,751	50,384	55,374	66,362	78,908	93,249	109,677	128,615		
45	24,224	30,427	37,671	41,720	46,080	50,746	55,773	66,840	79,476	93,921	110,466	129,540	2	
46	24,397	30,644	37,940	42,018	46,409	51,109	56,173	67,318	80,044	94,592	111,256	130,465		
47	24,571	30,862	38,209	42,316	46,738	51,471	56,572	67,796	80,612	95,264	112,045	131,391		
48	24,744	31,080	38,479	42,614	47,068	51,834	56,971	68,275	81,180	95,936	112,835	132,316		
49	24,918	31,298	38,748	42,912	47,397	52,196	57,370	68,753	81,749	96,607	113,624	133,241	2	
50	25,091	31,516	39,017	43,210	47,726	52,559	57,770	69,231	82,317	97,279	114,414	134,166		
51	25,265	31,734	39,286	43,508	48,055	52,921	58,169	69,709	82,885	97,951	115,203	135,091		
52	25,438	31,952	39,555	43,806	48,384	53,284	58,568	70,187	83,453	98,622	115,993	136,017		
53	25,612	32,170	39,824	44,104	48,713	53,646	58,967	70,665	84,022	99,294	116,782	136,942	2	
54	25,785	32,388	40,093	44,402	49,043	54,009	59,366	71,144	84,590	99,965	117,572	137,867		
55	25,959	32,606	40,362	44,700	49,372	54,371	59,766	71,622	85,158	100,637	118,361	138,792		
56	26,132	32,824	40,631	44,998	49,701	54,734	60,165	72,100	85,726	101,309	119,151	139,445		
57	26,305	33,042	40,900	45,296	50,030	55,096	60,564	72,578	86,295	101,980	119,940	139,445	1	
58	26,479	33,260	41,170	45,594	50,359	55,459	60,963	73,056	86,863	102,652	120,730	139,445		
59	26,652	33,478	41,439	45,892	50,688	55,821	61,362	73,534	87,431	103,324	121,519	139,445		
60	26,826	33,696	41,708	46,190	51,017	56,184	61,762	74,012	87,999	103,995	122,309	139,445		
61	26,999	33,914	41,977	46,488	51,347	56,546	62,161	74,491	88,567	104,667	123,098	139,445		

Table L7: MINNEAPOLIS-ST. PAUL, MN-WI MSA

2003 Pay Rates of the Court Personnel System with 12.84% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,836	21,144	26,212	29,029	32,063	35,309	38,772	46,477	55,277	65,317	76,844	90,142	Number of Steps for Annual Increase
	02	17,012	21,365	26,485	29,332	32,397	35,677	39,177	46,962	55,854	65,999	77,645	91,081	
	03	17,188	21,586	26,758	29,634	32,731	36,044	39,582	47,447	56,430	66,681	78,446	92,020	
	04	17,364	21,807	27,031	29,936	33,066	36,412	39,987	47,932	57,007	67,362	79,248	92,959	
	05	17,540	22,029	27,304	30,239	33,400	36,780	40,392	48,417	57,583	68,044	80,049	93,898	
	06	17,716	22,250	27,577	30,541	33,734	37,148	40,797	48,903	58,160	68,725	80,850	94,836	
	07	17,892	22,471	27,850	30,844	34,068	37,516	41,202	49,388	58,737	69,407	81,651	95,775	
	08	18,068	22,692	28,123	31,146	34,402	37,884	41,607	49,873	59,313	70,088	82,452	96,714	
	09	18,244	22,913	28,396	31,449	34,736	38,252	42,013	50,358	59,890	70,770	83,253	97,653	
	10	18,420	23,134	28,669	31,751	35,070	38,619	42,418	50,843	60,466	71,451	84,055	98,592	
	11	18,596	23,356	28,942	32,053	35,404	38,987	42,823	51,329	61,043	72,133	84,856	99,531	
	12	18,772	23,577	29,215	32,356	35,738	39,355	43,228	51,814	61,620	72,815	85,657	100,469	
	13	18,948	23,798	29,488	32,658	36,072	39,723	43,633	52,299	62,196	73,496	86,458	101,408	
	14	19,124	24,019	29,762	32,961	36,406	40,091	44,038	52,784	62,773	74,178	87,259	102,347	
	15	19,300	24,240	30,035	33,263	36,740	40,459	44,443	53,270	63,350	74,859	88,060	103,286	
	16	19,476	24,461	30,308	33,565	37,074	40,827	44,848	53,755	63,926	75,541	88,862	104,225	
	17	19,652	24,683	30,581	33,868	37,408	41,194	45,253	54,240	64,503	76,222	89,663	105,163	
	18	19,828	24,904	30,854	34,170	37,742	41,562	45,658	54,725	65,079	76,904	90,464	106,102	
	19	20,004	25,125	31,127	34,473	38,076	41,930	46,064	55,210	65,656	77,585	91,265	107,041	
	20	20,180	25,346	31,400	34,775	38,410	42,298	46,469	55,696	66,233	78,267	92,066	107,980	
FULL PERFORMANCE RANGE	21	20,356	25,567	31,673	35,077	38,744	42,666	46,874	56,181	66,809	78,949	92,867	108,919	4
	22	20,532	25,788	31,946	35,380	39,078	43,034	47,279	56,666	67,386	79,630	93,668	109,858	
	23	20,708	26,010	32,219	35,682	39,412	43,402	47,684	57,151	67,962	80,312	94,470	110,796	
	24	20,884	26,231	32,492	35,985	39,746	43,770	48,089	57,636	68,539	80,993	95,271	111,735	
	25	21,060	26,452	32,765	36,287	40,080	44,137	48,494	58,122	69,116	81,675	96,072	112,674	4
	26	21,236	26,673	33,038	36,589	40,414	44,505	48,899	58,607	69,692	82,356	96,873	113,613	
	27	21,413	26,894	33,311	36,892	40,748	44,873	49,304	59,092	70,269	83,038	97,674	114,552	
	28	21,589	27,115	33,585	37,194	41,082	45,241	49,709	59,577	70,845	83,719	98,475	115,491	
	29	21,765	27,337	33,858	37,497	41,416	45,609	50,115	60,062	71,422	84,401	99,277	116,429	4
	30	21,941	27,558	34,131	37,799	41,750	45,977	50,520	60,548	71,999	85,082	100,078	117,368	
	31	22,117	27,779	34,404	38,102	42,084	46,345	50,925	61,033	72,575	85,764	100,879	118,307	
	32	22,293	28,000	34,677	38,404	42,418	46,712	51,330	61,518	73,152	86,446	101,680	119,246	
	33	22,469	28,221	34,950	38,706	42,752	47,080	51,735	62,003	73,729	87,127	102,481	120,185	4
	34	22,645	28,442	35,223	39,009	43,086	47,448	52,140	62,489	74,305	87,809	103,282	121,124	
	35	22,821	28,664	35,496	39,311	43,420	47,816	52,545	62,974	74,882	88,490	104,084	122,062	
	36	22,997	28,885	35,769	39,614	43,754	48,184	52,950	63,459	75,458	89,172	104,885	123,001	
	37	23,173	29,106	36,042	39,916	44,088	48,552	53,355	63,944	76,035	89,853	105,686	123,940	2
	38	23,349	29,327	36,315	40,218	44,422	48,920	53,760	64,429	76,612	90,535	106,487	124,879	
	39	23,525	29,548	36,588	40,521	44,756	49,287	54,165	64,915	77,188	91,216	107,288	125,818	2
	40	23,701	29,769	36,861	40,823	45,090	49,655	54,571	65,400	77,765	91,898	108,089	126,757	
	41	23,877	29,991	37,135	41,126	45,424	50,023	54,976	65,885	78,341	92,580	108,891	127,695	2
	42	24,053	30,212	37,408	41,428	45,758	50,391	55,381	66,370	78,918	93,261	109,692	128,634	
	43	24,229	30,433	37,681	41,730	46,092	50,759	55,786	66,855	79,495	93,943	110,493	129,573	2
	44	24,405	30,654	37,954	42,033	46,426	51,127	56,191	67,341	80,071	94,624	111,294	130,512	
	45	24,581	30,875	38,227	42,335	46,760	51,495	56,596	67,826	80,648	95,306	112,095	131,451	2
	46	24,757	31,096	38,500	42,638	47,094	51,862	57,001	68,311	81,224	95,987	112,896	132,390	
	47	24,933	31,318	38,773	42,940	47,428	52,230	57,406	68,796	81,801	96,669	113,698	133,328	2
	48	25,109	31,539	39,046	43,243	47,762	52,598	57,811	69,282	82,378	97,350	114,499	134,267	
	49	25,285	31,760	39,319	43,545	48,096	52,966	58,216	69,767	82,954	98,032	115,300	135,206	2
	50	25,461	31,981	39,592	43,847	48,430	53,334	58,622	70,252	83,531	98,714	116,101	136,145	
	51	25,637	32,202	39,865	44,150	48,764	53,702	59,027	70,737	84,108	99,395	116,902	137,084	2
	52	25,813	32,423	40,138	44,452	49,098	54,070	59,432	71,222	84,684	100,077	117,703	138,023	
	53	25,989	32,645	40,411	44,755	49,432	54,437	59,837	71,708	85,261	100,758	118,505	138,961	2
	54	26,165	32,866	40,684	45,057	49,766	54,805	60,242	72,193	85,837	101,440	119,306	139,900	
	55	26,341	33,087	40,958	45,359	50,100	55,173	60,647	72,678	86,414	102,121	120,107	140,839	1
	56	26,517	33,308	41,231	45,662	50,434	55,541	61,052	73,163	86,991	102,803	120,908	141,501	
	57	26,693	33,529	41,504	45,964	50,768	55,909	61,457	73,648	87,567	103,484	121,709	141,501	1
	58	26,869	33,750	41,777	46,267	51,102	56,277	61,862	74,134	88,144	104,166	122,510	141,501	
	59	27,045	33,972	42,050	46,569	51,436	56,645	62,267	74,619	88,720	104,848	123,312	141,501	1
	60	27,222	34,193	42,323	46,871	51,770	57,012	62,672	75,104	89,297	105,529	124,113	141,501	
	61	27,398	34,414	42,596	47,174	52,104	57,380	63,078	75,589	89,874	106,211	124,914	141,501	1

**Table 66: NEW YORK-NORTHERN NEW JERSEY-
LONG ISLAND, NY-NJ-CT-PA CMSA**
2003 Pay Rates of the Court Personnel System with 16.83% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,431	21,892	27,138	30,056	33,197	36,557	40,143	48,120	57,232	67,627	79,561	93,330	
	02	17,613	22,121	27,421	30,369	33,543	36,938	40,562	48,622	57,829	68,333	80,391	94,302	
	03	17,796	22,350	27,704	30,682	33,889	37,319	40,982	49,125	58,426	69,038	81,220	95,274	
	04	17,978	22,579	27,987	30,995	34,235	37,700	41,401	49,627	59,023	69,744	82,050	96,246	
	05	18,160	22,808	28,269	31,308	34,581	38,081	41,820	50,129	59,620	70,450	82,879	97,218	
	06	18,342	23,037	28,552	31,621	34,926	38,462	42,240	50,632	60,217	71,155	83,709	98,190	
	07	18,525	23,266	28,835	31,934	35,272	38,842	42,659	51,134	60,814	71,861	84,538	99,162	
	08	18,707	23,495	29,118	32,247	35,618	39,223	43,079	51,637	61,411	72,567	85,368	100,134	
	09	18,889	23,723	29,400	32,561	35,964	39,604	43,498	52,139	62,008	73,272	86,197	101,106	
	10	19,071	23,952	29,683	32,874	36,310	39,985	43,918	52,641	62,605	73,978	87,027	102,078	
	11	19,254	24,181	29,966	33,187	36,655	40,366	44,337	53,144	63,202	74,684	87,856	103,050	
	12	19,436	24,410	30,248	33,500	37,001	40,747	44,756	53,646	63,799	75,389	88,686	104,022	
	13	19,618	24,639	30,531	33,813	37,347	41,128	45,176	54,148	64,396	76,095	89,515	104,994	
	14	19,800	24,868	30,814	34,126	37,693	41,509	45,595	54,651	64,993	76,801	90,345	105,966	
	15	19,983	25,097	31,097	34,439	38,039	41,889	46,015	55,153	65,590	77,506	91,174	106,938	
	16	20,165	25,326	31,379	34,752	38,384	42,270	46,434	55,655	66,187	78,212	92,004	107,910	
	17	20,347	25,555	31,662	35,065	38,730	42,651	46,854	56,158	66,784	78,917	92,833	108,882	
	18	20,529	25,784	31,945	35,378	39,076	43,032	47,273	56,660	67,381	79,623	93,663	109,854	
	19	20,712	26,013	32,228	35,692	39,422	43,413	47,692	57,163	67,978	80,329	94,492	110,826	
	20	20,894	26,242	32,510	36,005	39,768	43,794	48,112	57,665	68,575	81,034	95,322	111,798	
	21	21,076	26,471	32,793	36,318	40,114	44,175	48,531	58,167	69,172	81,740	96,151	112,770	
	22	21,258	26,700	33,076	36,631	40,459	44,555	48,951	58,670	69,769	82,446	96,981	113,742	
	23	21,441	26,929	33,358	36,944	40,805	44,936	49,370	59,172	70,366	83,151	97,810	114,714	
	24	21,623	27,158	33,641	37,257	41,151	45,317	49,789	59,674	70,963	83,857	98,640	115,686	
	25	21,805	27,387	33,924	37,570	41,497	45,698	50,209	60,177	71,560	84,563	99,469	116,658	
	26	21,987	27,616	34,207	37,883	41,843	46,079	50,628	60,679	72,157	85,268	100,299	117,630	
	27	22,170	27,845	34,489	38,196	42,188	46,460	51,048	61,182	72,754	85,974	101,128	118,602	
	28	22,352	28,074	34,772	38,510	42,534	46,841	51,467	61,684	73,351	86,680	101,958	119,574	
	29	22,534	28,303	35,055	38,823	42,880	47,222	51,887	62,186	73,948	87,385	102,787	120,546	
	30	22,716	28,532	35,338	39,136	43,226	47,602	52,306	62,689	74,545	88,091	103,617	121,518	
	31	22,899	28,761	35,620	39,449	43,572	47,983	52,725	63,191	75,142	88,797	104,446	122,490	
	32	23,081	28,990	35,903	39,762	43,918	48,364	53,145	63,693	75,739	89,502	105,276	123,462	
	33	23,263	29,219	36,186	40,075	44,263	48,745	53,564	64,196	76,336	90,208	106,105	124,434	
	34	23,445	29,448	36,468	40,388	44,609	49,126	53,984	64,698	76,933	90,914	106,934	125,406	
	35	23,628	29,677	36,751	40,701	44,955	49,507	54,403	65,200	77,530	91,619	107,764	126,379	
	36	23,810	29,906	37,034	41,014	45,301	49,888	54,822	65,703	78,127	92,325	108,593	127,351	
	37	23,992	30,135	37,317	41,327	45,647	50,268	55,242	66,205	78,724	93,031	109,423	128,323	
	38	24,174	30,364	37,599	41,641	45,992	50,649	55,661	66,708	79,321	93,736	110,252	129,295	
	39	24,357	30,593	37,882	41,954	46,338	51,030	56,081	67,210	79,918	94,442	111,082	130,267	
	40	24,539	30,822	38,165	42,267	46,684	51,411	56,500	67,712	80,515	95,148	111,911	131,239	
	41	24,721	31,051	38,448	42,580	47,030	51,792	56,920	68,215	81,112	95,853	112,741	132,211	
	42	24,903	31,280	38,730	42,893	47,376	52,173	57,339	68,717	81,709	96,559	113,570	133,183	
	43	25,086	31,509	39,013	43,206	47,722	52,554	57,758	69,219	82,306	97,264	114,400	134,155	
	44	25,268	31,738	39,296	43,519	48,067	52,935	58,178	69,722	82,903	97,970	115,229	135,127	
	45	25,450	31,967	39,578	43,832	48,413	53,315	58,597	70,224	83,500	98,676	116,059	136,099	
	46	25,633	32,196	39,861	44,145	48,759	53,696	59,017	70,727	84,097	99,381	116,888	137,071	
	47	25,815	32,425	40,144	44,458	49,105	54,077	59,436	71,229	84,694	100,087	117,718	138,043	
	48	25,997	32,654	40,427	44,772	49,451	54,458	59,856	71,731	85,291	100,793	118,547	139,015	
	49	26,179	32,883	40,709	45,085	49,796	54,839	60,275	72,234	85,888	101,498	119,377	139,987	
	50	26,362	33,112	40,992	45,398	50,142	55,220	60,694	72,736	86,485	102,204	120,206	140,959	
	51	26,544	33,341	41,275	45,711	50,488	55,601	61,114	73,238	87,082	102,910	121,036	141,931	
	52	26,726	33,570	41,558	46,024	50,834	55,981	61,533	73,741	87,679	103,615	121,865	142,500	
	53	26,908	33,799	41,840	46,337	51,180	56,362	61,953	74,243	88,276	104,321	122,695	142,500	
	54	27,091	34,028	42,123	46,650	51,526	56,743	62,372	74,745	88,873	105,027	123,524	142,500	
	55	27,273	34,257	42,406	46,963	51,871	57,124	62,791	75,248	89,470	105,732	124,354	142,500	
	56	27,455	34,486	42,689	47,276	52,217	57,505	63,211	75,750	90,067	106,438	125,183	142,500	
	57	27,637	34,715	42,971	47,590	52,563	57,886	63,630	76,253	90,664	107,144	126,013	142,500	
	58	27,820	34,944	43,254	47,903	52,909	58,267	64,050	76,755	91,261	107,849	126,842	142,500	
	59	28,002	35,173	43,537	48,216	53,255	58,647	64,469	77,257	91,858	108,555	127,672	142,500	
	60	28,184	35,402	43,819	48,529	53,600	59,028	64,889	77,760	92,455	109,261	128,501	142,500	
61	28,366	35,631	44,102	48,842	53,946	59,409	65,308	78,262	93,052	109,966	129,331	142,500		

Table L3: ORLANDO, FL MSA

2003 Pay Rates of the Court Personnel System with 9.65% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,360	20,546	25,471	28,209	31,157	34,311	37,676	45,163	53,714	63,471	74,672	87,594	Number of Steps for Annual Increase
	02	16,531	20,761	25,736	28,502	31,482	34,668	38,069	45,634	54,275	64,133	75,450	88,506	
	03	16,702	20,976	26,001	28,796	31,806	35,025	38,463	46,106	54,835	64,795	76,229	89,418	
	04	16,873	21,191	26,267	29,090	32,131	35,383	38,857	46,577	55,395	65,458	77,007	90,331	
	05	17,044	21,406	26,532	29,384	32,455	35,740	39,250	47,049	55,955	66,120	77,786	91,243	
	06	17,215	21,621	26,797	29,678	32,780	36,098	39,644	47,520	56,516	66,782	78,564	92,155	
	07	17,386	21,836	27,063	29,972	33,104	36,455	40,038	47,992	57,076	67,445	79,343	93,068	
	08	17,557	22,051	27,328	30,266	33,429	36,813	40,431	48,463	57,636	68,107	80,121	93,980	
	09	17,728	22,266	27,593	30,559	33,754	37,170	40,825	48,935	58,197	68,769	80,900	94,892	
	10	17,899	22,480	27,859	30,853	34,078	37,528	41,219	49,406	58,757	69,431	81,678	95,804	
	11	18,070	22,695	28,124	31,147	34,403	37,885	41,612	49,878	59,317	70,094	82,457	96,717	
	12	18,241	22,910	28,389	31,441	34,727	38,243	42,006	50,349	59,878	70,756	83,235	97,629	
	13	18,412	23,125	28,655	31,735	35,052	38,600	42,399	50,821	60,438	71,418	84,014	98,541	
	14	18,583	23,340	28,920	32,029	35,376	38,958	42,793	51,292	60,998	72,081	84,792	99,454	
	15	18,755	23,555	29,186	32,323	35,701	39,315	43,187	51,764	61,559	72,743	85,571	100,366	
	16	18,926	23,770	29,451	32,616	36,026	39,672	43,580	52,235	62,119	73,405	86,349	101,278	
	17	19,097	23,985	29,716	32,910	36,350	40,030	43,974	52,707	62,679	74,067	87,128	102,191	
	18	19,268	24,200	29,982	33,204	36,675	40,387	44,368	53,178	63,240	74,730	87,906	103,103	
	19	19,439	24,415	30,247	33,498	36,999	40,745	44,761	53,650	63,800	75,392	88,685	104,015	
	20	19,610	24,630	30,512	33,792	37,324	41,102	45,155	54,121	64,360	76,054	89,463	104,927	
FULL PERFORMANCE RANGE	21	19,781	24,844	30,778	34,086	37,648	41,460	45,549	54,593	64,920	76,717	90,242	105,840	4
	22	19,952	25,059	31,043	34,380	37,973	41,817	45,942	55,064	65,481	77,379	91,020	106,752	
	23	20,123	25,274	31,308	34,674	38,297	42,175	46,336	55,536	66,041	78,041	91,799	107,664	
	24	20,294	25,489	31,574	34,967	38,622	42,532	46,730	56,007	66,601	78,703	92,577	108,577	
	25	20,465	25,704	31,839	35,261	38,947	42,890	47,123	56,479	67,162	79,366	93,356	109,489	4
	26	20,636	25,919	32,104	35,555	39,271	43,247	47,517	56,950	67,722	80,028	94,135	110,401	
	27	20,807	26,134	32,370	35,849	39,596	43,605	47,910	57,422	68,282	80,690	94,913	111,313	
	28	20,978	26,349	32,635	36,143	39,920	43,962	48,304	57,893	68,843	81,353	95,692	112,226	
	29	21,149	26,564	32,900	36,437	40,245	44,319	48,698	58,365	69,403	82,015	96,470	113,138	4
	30	21,320	26,779	33,166	36,731	40,569	44,677	49,091	58,836	69,963	82,677	97,249	114,050	
	31	21,491	26,994	33,431	37,024	40,894	45,034	49,485	59,307	70,524	83,339	98,027	114,963	
	32	21,662	27,209	33,697	37,318	41,219	45,392	49,879	59,779	71,084	84,002	98,806	115,875	
	33	21,834	27,423	33,962	37,612	41,543	45,749	50,272	60,250	71,644	84,664	99,584	116,787	4
	34	22,005	27,638	34,227	37,906	41,868	46,107	50,666	60,722	72,205	85,326	100,363	117,699	
	35	22,176	27,853	34,493	38,200	42,192	46,464	51,060	61,193	72,765	85,989	101,141	118,612	
	36	22,347	28,068	34,758	38,494	42,517	46,822	51,453	61,665	73,325	86,651	101,920	119,524	
	37	22,518	28,283	35,023	38,788	42,841	47,179	51,847	62,136	73,885	87,313	102,698	120,436	2
	38	22,689	28,498	35,289	39,081	43,166	47,537	52,241	62,608	74,446	87,975	103,477	121,349	
	39	22,860	28,713	35,554	39,375	43,490	47,894	52,634	63,079	75,006	88,638	104,255	122,261	2
	40	23,031	28,928	35,819	39,669	43,815	48,251	53,028	63,551	75,566	89,300	105,034	123,173	
	41	23,202	29,143	36,085	39,963	44,140	48,609	53,421	64,022	76,127	89,962	105,812	124,085	2
	42	23,373	29,358	36,350	40,257	44,464	48,966	53,815	64,494	76,687	90,625	106,591	124,998	
	43	23,544	29,573	36,615	40,551	44,789	49,324	54,209	64,965	77,247	91,287	107,369	125,910	2
	44	23,715	29,788	36,881	40,845	45,113	49,681	54,602	65,437	77,808	91,949	108,148	126,822	
	45	23,886	30,002	37,146	41,138	45,438	50,039	54,996	65,908	78,368	92,611	108,926	127,735	2
	46	24,057	30,217	37,411	41,432	45,762	50,396	55,390	66,380	78,928	93,274	109,705	128,647	
	47	24,228	30,432	37,677	41,726	46,087	50,754	55,783	66,851	79,489	93,936	110,483	129,559	2
	48	24,399	30,647	37,942	42,020	46,412	51,111	56,177	67,323	80,049	94,598	111,262	130,471	
	49	24,570	30,862	38,208	42,314	46,736	51,469	56,571	67,794	80,609	95,261	112,040	131,384	2
	50	24,741	31,077	38,473	42,608	47,061	51,826	56,964	68,266	81,170	95,923	112,819	132,296	
	51	24,912	31,292	38,738	42,902	47,385	52,184	57,358	68,737	81,730	96,585	113,597	133,208	2
	52	25,084	31,507	39,004	43,196	47,710	52,541	57,752	69,209	82,290	97,247	114,376	134,121	
	53	25,255	31,722	39,269	43,489	48,034	52,898	58,145	69,680	82,850	97,910	115,154	135,033	2
	54	25,426	31,937	39,534	43,783	48,359	53,256	58,539	70,152	83,411	98,572	115,933	135,945	
	55	25,597	32,152	39,800	44,077	48,684	53,613	58,932	70,623	83,971	99,234	116,711	136,857	1
	56	25,768	32,366	40,065	44,371	49,008	53,971	59,326	71,095	84,531	99,897	117,490	137,501	
	57	25,939	32,581	40,330	44,665	49,333	54,328	59,720	71,566	85,092	100,559	118,268	137,501	1
	58	26,110	32,796	40,596	44,959	49,657	54,686	60,113	72,038	85,652	101,221	119,047	137,501	
	59	26,281	33,011	40,861	45,253	49,982	55,043	60,507	72,509	86,212	101,883	119,826	137,501	1
	60	26,452	33,226	41,126	45,546	50,306	55,401	60,901	72,981	86,773	102,546	120,604	137,501	
	61	26,623	33,441	41,392	45,840	50,631	55,758	61,294	73,452	87,333	103,208	121,383	137,501	1

**Table 69: PHILADELPHIA-WILMINGTON-ATLANTIC CITY,
PA-NJ-DE-MD CMSA**

2003 Pay Rates of the Court Personnel System with 13.43% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,924	21,255	26,349	29,181	32,231	35,493	38,975	46,720	55,566	65,659	77,246	90,614	Number of Steps for Annual Increase
	02	17,101	21,477	26,623	29,485	32,567	35,863	39,382	47,207	56,146	66,344	78,051	91,557	
	03	17,278	21,699	26,898	29,789	32,903	36,233	39,789	47,695	56,725	67,029	78,857	92,501	
	04	17,455	21,921	27,172	30,093	33,238	36,603	40,196	48,183	57,305	67,714	79,662	93,445	
	05	17,632	22,144	27,447	30,397	33,574	36,973	40,603	48,671	57,884	68,399	80,467	94,389	
	06	17,809	22,366	27,721	30,701	33,910	37,342	41,011	49,158	58,464	69,085	81,273	95,332	
	07	17,985	22,588	27,996	31,005	34,246	37,712	41,418	49,646	59,044	69,770	82,078	96,276	
	08	18,162	22,811	28,270	31,309	34,581	38,082	41,825	50,134	59,623	70,455	82,883	97,220	
	09	18,339	23,033	28,545	31,613	34,917	38,452	42,232	50,622	60,203	71,140	83,689	98,163	
	10	18,516	23,255	28,819	31,917	35,253	38,821	42,639	51,109	60,783	71,825	84,494	99,107	
	11	18,693	23,478	29,094	32,221	35,589	39,191	43,047	51,597	61,362	72,510	85,299	100,051	
	12	18,870	23,700	29,368	32,525	35,924	39,561	43,454	52,085	61,942	73,195	86,105	100,995	
	13	19,047	23,922	29,643	32,829	36,260	39,931	43,861	52,573	62,521	73,880	86,910	101,938	
	14	19,224	24,145	29,917	33,133	36,596	40,301	44,268	53,060	63,101	74,565	87,715	102,882	
	15	19,401	24,367	30,192	33,437	36,932	40,670	44,676	53,548	63,681	75,251	88,521	103,826	
	16	19,578	24,589	30,466	33,741	37,267	41,040	45,083	54,036	64,260	75,936	89,326	104,770	
	17	19,755	24,812	30,741	34,045	37,603	41,410	45,490	54,524	64,840	76,621	90,131	105,713	
	18	19,932	25,034	31,015	34,349	37,939	41,780	45,897	55,011	65,420	77,306	90,937	106,657	
	19	20,109	25,256	31,290	34,653	38,275	42,149	46,304	55,499	65,999	77,991	91,742	107,601	
	20	20,286	25,479	31,564	34,957	38,610	42,519	46,712	55,987	66,579	78,676	92,548	108,545	
FULL PERFORMANCE RANGE	21	20,463	25,701	31,839	35,261	38,946	42,889	47,119	56,475	67,159	79,361	93,353	109,488	4
	22	20,640	25,923	32,113	35,565	39,282	43,259	47,526	56,962	67,738	80,046	94,158	110,432	
	23	20,817	26,146	32,388	35,869	39,618	43,629	47,933	57,450	68,318	80,732	94,964	111,376	
	24	20,994	26,368	32,662	36,173	39,953	43,998	48,340	57,938	68,897	81,417	95,769	112,320	
	25	21,171	26,590	32,937	36,477	40,289	44,368	48,748	58,426	69,477	82,102	96,574	113,263	4
	26	21,348	26,813	33,211	36,781	40,625	44,738	49,155	58,913	70,057	82,787	97,380	114,207	
	27	21,524	27,035	33,486	37,085	40,961	45,108	49,562	59,401	70,636	83,472	98,185	115,151	
	28	21,701	27,257	33,760	37,389	41,296	45,477	49,969	59,889	71,216	84,157	98,990	116,094	
	29	21,878	27,480	34,035	37,693	41,632	45,847	50,377	60,377	71,796	84,842	99,796	117,038	4
	30	22,055	27,702	34,309	37,997	41,968	46,217	50,784	60,864	72,375	85,527	100,601	117,982	
	31	22,232	27,924	34,584	38,301	42,304	46,587	51,191	61,352	72,955	86,212	101,406	118,926	
	32	22,409	28,147	34,858	38,605	42,639	46,957	51,598	61,840	73,534	86,898	102,212	119,869	
	33	22,586	28,369	35,133	38,909	42,975	47,326	52,005	62,328	74,114	87,583	103,017	120,813	4
	34	22,763	28,591	35,407	39,213	43,311	47,696	52,413	62,815	74,694	88,268	103,822	121,757	
	35	22,940	28,813	35,682	39,517	43,647	48,066	52,820	63,303	75,273	88,953	104,628	122,701	
	36	23,117	29,036	35,956	39,821	43,982	48,436	53,227	63,791	75,853	89,638	105,433	123,644	
	37	23,294	29,258	36,231	40,125	44,318	48,806	53,634	64,279	76,433	90,323	106,239	124,588	2
	38	23,471	29,480	36,505	40,429	44,654	49,175	54,041	64,766	77,012	91,008	107,044	125,532	
	39	23,648	29,703	36,780	40,733	44,990	49,545	54,449	65,254	77,592	91,693	107,849	126,476	2
	40	23,825	29,925	37,054	41,037	45,325	49,915	54,856	65,742	78,171	92,379	108,655	127,419	
	41	24,002	30,147	37,329	41,341	45,661	50,285	55,263	66,230	78,751	93,064	109,460	128,363	2
	42	24,179	30,370	37,603	41,645	45,997	50,654	55,670	66,717	79,331	93,749	110,265	129,307	
	43	24,356	30,592	37,878	41,949	46,333	51,024	56,078	67,205	79,910	94,434	111,071	130,251	2
	44	24,533	30,814	38,152	42,253	46,669	51,394	56,485	67,693	80,490	95,119	111,876	131,194	
	45	24,710	31,037	38,427	42,557	47,004	51,764	56,892	68,181	81,070	95,804	112,681	132,138	2
	46	24,887	31,259	38,701	42,861	47,340	52,134	57,299	68,668	81,649	96,489	113,487	133,082	
	47	25,063	31,481	38,976	43,165	47,676	52,503	57,706	69,156	82,229	97,174	114,292	134,025	2
	48	25,240	31,704	39,250	43,469	48,012	52,873	58,114	69,644	82,808	97,859	115,097	134,969	
	49	25,417	31,926	39,525	43,773	48,347	53,243	58,521	70,132	83,388	98,545	115,903	135,913	2
	50	25,594	32,148	39,799	44,077	48,683	53,613	58,928	70,619	83,968	99,230	116,708	136,857	
	51	25,771	32,371	40,074	44,381	49,019	53,982	59,335	71,107	84,547	99,915	117,513	137,800	2
	52	25,948	32,593	40,348	44,685	49,355	54,352	59,742	71,595	85,127	100,600	118,319	138,744	
	53	26,125	32,815	40,623	44,989	49,690	54,722	60,150	72,082	85,707	101,285	119,124	139,688	2
	54	26,302	33,038	40,897	45,293	50,026	55,092	60,557	72,570	86,286	101,970	119,930	140,632	
	55	26,479	33,260	41,172	45,597	50,362	55,462	60,964	73,058	86,866	102,655	120,735	141,575	1
	56	26,656	33,482	41,446	45,901	50,698	55,831	61,371	73,546	87,445	103,340	121,540	142,241	
	57	26,833	33,705	41,721	46,205	51,033	56,201	61,779	74,033	88,025	104,026	122,346	142,241	1
	58	27,010	33,927	41,995	46,509	51,369	56,571	62,186	74,521	88,605	104,711	123,151	142,241	
	59	27,187	34,149	42,270	46,813	51,705	56,941	62,593	75,009	89,184	105,396	123,956	142,241	1
	60	27,364	34,372	42,544	47,117	52,041	57,311	63,000	75,497	89,764	106,081	124,762	142,241	
	61	27,541	34,594	42,819	47,421	52,376	57,680	63,407	75,984	90,344	106,766	125,567	142,241	1

Table L8: PITTSBURGH, PA MSA

2003 Pay Rates of the Court Personnel System with 10.52% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,490	20,709	25,673	28,432	31,404	34,583	37,975	45,521	54,140	63,975	75,264	88,289	Number of Steps for Annual Increase
	02	16,662	20,926	25,940	28,729	31,731	34,943	38,371	45,996	54,705	64,642	76,049	89,208	
	03	16,834	21,142	26,208	29,025	32,059	35,303	38,768	46,471	55,270	65,310	76,834	90,128	
	04	17,007	21,359	26,475	29,321	32,386	35,664	39,165	46,947	55,835	65,977	77,618	91,047	
	05	17,179	21,576	26,743	29,617	32,713	36,024	39,562	47,422	56,399	66,645	78,403	91,967	
	06	17,352	21,792	27,010	29,913	33,040	36,384	39,959	47,897	56,964	67,312	79,188	92,887	
	07	17,524	22,009	27,277	30,210	33,367	36,745	40,355	48,372	57,529	67,980	79,972	93,806	
	08	17,696	22,226	27,545	30,506	33,694	37,105	40,752	48,848	58,094	68,647	80,757	94,726	
	09	17,869	22,442	27,812	30,802	34,021	37,465	41,149	49,323	58,658	69,315	81,542	95,645	
	10	18,041	22,659	28,080	31,098	34,349	37,825	41,546	49,798	59,223	69,982	82,326	96,565	
	11	18,214	22,875	28,347	31,394	34,676	38,186	41,942	50,273	59,788	70,650	83,111	97,484	
	12	18,386	23,092	28,615	31,691	35,003	38,546	42,339	50,749	60,353	71,317	83,896	98,404	
	13	18,559	23,309	28,882	31,987	35,330	38,906	42,736	51,224	60,918	71,985	84,680	99,323	
	14	18,731	23,525	29,150	32,283	35,657	39,267	43,133	51,699	61,482	72,653	85,465	100,243	
	15	18,903	23,742	29,417	32,579	35,984	39,627	43,529	52,174	62,047	73,320	86,250	101,162	
	16	19,076	23,959	29,685	32,875	36,311	39,987	43,926	52,650	62,612	73,988	87,035	102,082	
	17	19,248	24,175	29,952	33,171	36,638	40,348	44,323	53,125	63,177	74,655	87,819	103,001	
	18	19,421	24,392	30,219	33,468	36,966	40,708	44,720	53,600	63,741	75,323	88,604	103,921	
	19	19,593	24,608	30,487	33,764	37,293	41,068	45,116	54,075	64,306	75,990	89,389	104,840	
	20	19,765	24,825	30,754	34,060	37,620	41,428	45,513	54,550	64,871	76,658	90,173	105,760	
FULL PERFORMANCE RANGE	21	19,938	25,042	31,022	34,356	37,947	41,789	45,910	55,026	65,436	77,325	90,958	106,679	4
	22	20,110	25,258	31,289	34,652	38,274	42,149	46,307	55,501	66,000	77,993	91,743	107,599	
	23	20,283	25,475	31,557	34,949	38,601	42,509	46,704	55,976	66,565	78,660	92,527	108,518	
	24	20,455	25,691	31,824	35,245	38,928	42,870	47,100	56,451	67,130	79,328	93,312	109,438	
	25	20,627	25,908	32,092	35,541	39,256	43,230	47,497	56,927	67,695	79,995	94,097	110,358	4
	26	20,800	26,125	32,359	35,837	39,583	43,590	47,894	57,402	68,259	80,663	94,881	111,277	
	27	20,972	26,341	32,627	36,133	39,910	43,950	48,291	57,877	68,824	81,331	95,666	112,197	
	28	21,145	26,558	32,894	36,430	40,237	44,311	48,687	58,352	69,389	81,998	96,451	113,116	
	29	21,317	26,775	33,162	36,726	40,564	44,671	49,084	58,828	69,954	82,666	97,235	114,036	4
	30	21,490	26,991	33,429	37,022	40,891	45,031	49,481	59,303	70,518	83,333	98,020	114,955	
	31	21,662	27,208	33,696	37,318	41,218	45,392	49,878	59,778	71,083	84,001	98,805	115,875	
	32	21,834	27,424	33,964	37,614	41,546	45,752	50,274	60,253	71,648	84,668	99,590	116,794	
	33	22,007	27,641	34,231	37,911	41,873	46,112	50,671	60,729	72,213	85,336	100,374	117,714	4
	34	22,179	27,858	34,499	38,207	42,200	46,473	51,068	61,204	72,777	86,003	101,159	118,633	
	35	22,352	28,074	34,766	38,503	42,527	46,833	51,465	61,679	73,342	86,671	101,944	119,553	
	36	22,524	28,291	35,034	38,799	42,854	47,193	51,862	62,154	73,907	87,338	102,728	120,472	
	37	22,696	28,508	35,301	39,095	43,181	47,553	52,258	62,629	74,472	88,006	103,513	121,392	2
	38	22,869	28,724	35,569	39,392	43,508	47,914	52,655	63,105	75,036	88,674	104,298	122,311	
	39	23,041	28,941	35,836	39,688	43,836	48,274	53,052	63,580	75,601	89,341	105,082	123,231	2
	40	23,214	29,157	36,104	39,984	44,163	48,634	53,449	64,055	76,166	90,009	105,867	124,150	
	41	23,386	29,374	36,371	40,280	44,490	48,995	53,845	64,530	76,731	90,676	106,652	125,070	2
	42	23,558	29,591	36,638	40,576	44,817	49,355	54,242	65,006	77,295	91,344	107,436	125,989	
	43	23,731	29,807	36,906	40,873	45,144	49,715	54,639	65,481	77,860	92,011	108,221	126,909	2
	44	23,903	30,024	37,173	41,169	45,471	50,076	55,036	65,956	78,425	92,679	109,006	127,829	
	45	24,076	30,240	37,441	41,465	45,798	50,436	55,432	66,431	78,990	93,346	109,791	128,748	2
	46	24,248	30,457	37,708	41,761	46,126	50,796	55,829	66,907	79,555	94,014	110,575	129,668	
	47	24,420	30,674	37,976	42,057	46,453	51,156	56,226	67,382	80,119	94,681	111,360	130,587	2
	48	24,593	30,890	38,243	42,353	46,780	51,517	56,623	67,857	80,684	95,349	112,145	131,507	
	49	24,765	31,107	38,511	42,650	47,107	51,877	57,019	68,332	81,249	96,016	112,929	132,426	2
	50	24,938	31,324	38,778	42,946	47,434	52,237	57,416	68,808	81,814	96,684	113,714	133,346	
	51	25,110	31,540	39,046	43,242	47,761	52,598	57,813	69,283	82,378	97,352	114,499	134,265	2
	52	25,283	31,757	39,313	43,538	48,088	52,958	58,210	69,758	82,943	98,019	115,283	135,185	
	53	25,455	31,973	39,581	43,834	48,415	53,318	58,607	70,233	83,508	98,687	116,068	136,104	2
	54	25,627	32,190	39,848	44,131	48,743	53,678	59,003	70,708	84,073	99,354	116,853	137,024	
	55	25,800	32,407	40,115	44,427	49,070	54,039	59,400	71,184	84,637	100,022	117,637	137,943	1
	56	25,972	32,623	40,383	44,723	49,397	54,399	59,797	71,659	85,202	100,689	118,422	138,862	
	57	26,145	32,840	40,650	45,019	49,724	54,759	60,194	72,134	85,767	101,357	119,207	138,992	1
	58	26,317	33,057	40,918	45,315	50,051	55,120	60,590	72,609	86,332	102,024	119,992	138,992	
	59	26,489	33,273	41,185	45,612	50,378	55,480	60,987	73,085	86,896	102,692	120,776	138,992	1
	60	26,662	33,490	41,453	45,908	50,705	55,840	61,384	73,560	87,461	103,359	121,561	138,992	
	61	26,834	33,706	41,720	46,204	51,033	56,201	61,781	74,035	88,026	104,027	122,346	138,992	

Table L4: PORTLAND-SALEM, OR-WA CMSA

2003 Pay Rates of the Court Personnel System with 12.97% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,855	21,168	26,242	29,063	32,100	35,349	38,816	46,530	55,341	65,393	76,933	90,246	Number of Steps for Annual Increase
	02	17,031	21,390	26,515	29,365	32,435	35,718	39,222	47,016	55,918	66,075	77,735	91,186	
	03	17,208	21,611	26,789	29,668	32,769	36,086	39,628	47,502	56,495	66,757	78,537	92,126	
	04	17,384	21,833	27,062	29,971	33,104	36,454	40,033	47,987	57,072	67,440	79,339	93,066	
	05	17,560	22,054	27,335	30,274	33,438	36,823	40,439	48,473	57,650	68,122	80,141	94,006	
	06	17,736	22,275	27,609	30,576	33,772	37,191	40,844	48,959	58,227	68,804	80,943	94,946	
	07	17,913	22,497	27,882	30,879	34,107	37,559	41,250	49,445	58,804	69,487	81,745	95,886	
	08	18,089	22,718	28,156	31,182	34,441	37,927	41,655	49,930	59,382	70,169	82,547	96,825	
	09	18,265	22,940	28,429	31,485	34,776	38,296	42,061	50,416	59,959	70,851	83,349	97,765	
	10	18,441	23,161	28,702	31,787	35,110	38,664	42,467	50,902	60,536	71,534	84,151	98,705	
	11	18,617	23,383	28,976	32,090	35,444	39,032	42,872	51,388	61,113	72,216	84,953	99,645	
	12	18,794	23,604	29,249	32,393	35,779	39,401	43,278	51,874	61,691	72,898	85,756	100,585	
	13	18,970	23,825	29,522	32,696	36,113	39,769	43,683	52,359	62,268	73,581	86,558	101,525	
	14	19,146	24,047	29,796	32,999	36,448	40,137	44,089	52,845	62,845	74,263	87,360	102,465	
	15	19,322	24,268	30,069	33,301	36,782	40,505	44,494	53,331	63,422	74,945	88,162	103,405	
	16	19,499	24,490	30,343	33,604	37,116	40,874	44,900	53,817	64,000	75,628	88,964	104,345	
	17	19,675	24,711	30,616	33,907	37,451	41,242	45,305	54,302	64,577	76,310	89,766	105,285	
	18	19,851	24,932	30,889	34,210	37,785	41,610	45,711	54,788	65,154	76,992	90,568	106,225	
	19	20,027	25,154	31,163	34,512	38,119	41,979	46,117	55,274	65,732	77,675	91,370	107,164	
	20	20,204	25,375	31,436	34,815	38,454	42,347	46,522	55,760	66,309	78,357	92,172	108,104	
FULL PERFORMANCE RANGE	21	20,380	25,597	31,710	35,118	38,788	42,715	46,928	56,246	66,886	79,039	92,974	109,044	4
	22	20,556	25,818	31,983	35,421	39,123	43,083	47,333	56,731	67,463	79,722	93,776	109,984	
	23	20,732	26,040	32,256	35,723	39,457	43,452	47,739	57,217	68,041	80,404	94,578	110,924	
	24	20,908	26,261	32,530	36,026	39,791	43,820	48,144	57,703	68,618	81,086	95,381	111,864	
	25	21,085	26,482	32,803	36,329	40,126	44,188	48,550	58,189	69,195	81,769	96,183	112,804	4
	26	21,261	26,704	33,076	36,632	40,460	44,556	48,956	58,674	69,773	82,451	96,985	113,744	
	27	21,437	26,925	33,350	36,934	40,795	44,925	49,361	59,160	70,350	83,133	97,787	114,684	
	28	21,613	27,147	33,623	37,237	41,129	45,293	49,767	59,646	70,927	83,816	98,589	115,624	
	29	21,790	27,368	33,897	37,540	41,463	45,661	50,172	60,132	71,504	84,498	99,391	116,564	4
	30	21,966	27,590	34,170	37,843	41,798	46,030	50,578	60,617	72,082	85,181	100,193	117,503	
	31	22,142	27,811	34,443	38,145	42,132	46,398	50,983	61,103	72,659	85,863	100,995	118,443	
	32	22,318	28,032	34,717	38,448	42,467	46,766	51,389	61,589	73,236	86,545	101,797	119,383	
	33	22,495	28,254	34,990	38,751	42,801	47,134	51,794	62,075	73,813	87,228	102,599	120,323	4
	34	22,671	28,475	35,264	39,054	43,135	47,503	52,200	62,561	74,391	87,910	103,401	121,263	
	35	22,847	28,697	35,537	39,356	43,470	47,871	52,606	63,046	74,968	88,592	104,204	122,203	
	36	23,023	28,918	35,810	39,659	43,804	48,239	53,011	63,532	75,545	89,275	105,006	123,143	
	37	23,200	29,139	36,084	39,962	44,139	48,608	53,417	64,018	76,123	89,957	105,808	124,083	2
	38	23,376	29,361	36,357	40,265	44,473	48,976	53,822	64,504	76,700	90,639	106,610	125,023	
	39	23,552	29,582	36,631	40,568	44,807	49,344	54,228	64,989	77,277	91,322	107,412	125,963	2
	40	23,728	29,804	36,904	40,870	45,142	49,712	54,633	65,475	77,854	92,004	108,214	126,903	
	41	23,904	30,025	37,177	41,173	45,476	50,081	55,039	65,961	78,432	92,686	109,016	127,843	2
	42	24,081	30,247	37,451	41,476	45,810	50,449	55,445	66,447	79,009	93,369	109,818	128,782	
	43	24,257	30,468	37,724	41,779	46,145	50,817	55,850	66,932	79,586	94,051	110,620	129,722	2
	44	24,433	30,689	37,997	42,081	46,479	51,186	56,256	67,418	80,164	94,733	111,422	130,662	
	45	24,609	30,911	38,271	42,384	46,814	51,554	56,661	67,904	80,741	95,416	112,224	131,602	2
	46	24,786	31,132	38,544	42,687	47,148	51,922	57,067	68,390	81,318	96,098	113,026	132,542	
	47	24,962	31,354	38,818	42,990	47,482	52,290	57,472	68,876	81,895	96,780	113,829	133,482	2
	48	25,138	31,575	39,091	43,292	47,817	52,659	57,878	69,361	82,473	97,463	114,631	134,422	
	49	25,314	31,797	39,364	43,595	48,151	53,027	58,283	69,847	83,050	98,145	115,433	135,362	2
	50	25,491	32,018	39,638	43,898	48,486	53,395	58,689	70,333	83,627	98,827	116,235	136,302	
	51	25,667	32,239	39,911	44,201	48,820	53,764	59,095	70,819	84,204	99,510	117,037	137,242	2
	52	25,843	32,461	40,185	44,503	49,154	54,132	59,500	71,304	84,782	100,192	117,839	138,182	
	53	26,019	32,682	40,458	44,806	49,489	54,500	59,906	71,790	85,359	100,874	118,641	139,121	2
	54	26,195	32,904	40,731	45,109	49,823	54,868	60,311	72,276	85,936	101,557	119,443	140,061	
	55	26,372	33,125	41,005	45,412	50,158	55,237	60,717	72,762	86,514	102,239	120,245	141,001	1
	56	26,548	33,346	41,278	45,714	50,492	55,605	61,122	73,247	87,091	102,921	121,047	141,664	
	57	26,724	33,568	41,551	46,017	50,826	55,973	61,528	73,733	87,668	103,604	121,849	141,664	1
	58	26,900	33,789	41,825	46,320	51,161	56,342	61,934	74,219	88,245	104,286	122,652	141,664	
	59	27,077	34,011	42,098	46,623	51,495	56,710	62,339	74,705	88,823	104,968	123,454	141,664	1
	60	27,253	34,232	42,372	46,925	51,830	57,078	62,745	75,191	89,400	105,651	124,256	141,664	
	61	27,429	34,454	42,645	47,228	52,164	57,446	63,150	75,676	89,977	106,333	125,058	141,664	1

Table L5: RICHMOND-PETERSBURG, VA MSA

2003 Pay Rates of the Court Personnel System with 10.75% Locality Pay Differential

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,524	20,752	25,726	28,492	31,470	34,655	38,054	45,616	54,253	64,108	75,421	88,473	Number of Steps for Annual Increase
	02	16,697	20,969	25,994	28,788	31,797	35,016	38,451	46,092	54,819	64,777	76,207	89,394	
	03	16,869	21,186	26,262	29,085	32,125	35,377	38,849	46,568	55,385	65,445	76,993	90,316	
	04	17,042	21,404	26,530	29,382	32,453	35,738	39,246	47,044	55,951	66,114	77,780	91,237	
	05	17,215	21,621	26,798	29,679	32,781	36,099	39,644	47,521	56,517	66,783	78,566	92,158	
	06	17,388	21,838	27,066	29,976	33,109	36,460	40,042	47,997	57,083	67,452	79,352	93,080	
	07	17,561	22,055	27,334	30,272	33,437	36,821	40,439	48,473	57,649	68,121	80,139	94,001	
	08	17,733	22,272	27,602	30,569	33,764	37,182	40,837	48,949	58,215	68,790	80,925	94,923	
	09	17,906	22,489	27,870	30,866	34,092	37,543	41,234	49,426	58,781	69,459	81,711	95,844	
	10	18,079	22,706	28,138	31,163	34,420	37,904	41,632	49,902	59,346	70,128	82,498	96,766	
FULL PERFORMANCE RANGE	11	18,252	22,923	28,406	31,460	34,748	38,265	42,030	50,378	59,912	70,797	83,284	97,687	
	12	18,424	23,140	28,674	31,756	35,076	38,626	42,427	50,854	60,478	71,466	84,070	98,608	
	13	18,597	23,357	28,942	32,053	35,403	38,987	42,825	51,330	61,044	72,135	84,857	99,530	
	14	18,770	23,574	29,210	32,350	35,731	39,348	43,222	51,807	61,610	72,804	85,643	100,451	
	15	18,943	23,791	29,478	32,647	36,059	39,709	43,620	52,283	62,176	73,473	86,429	101,373	
	16	19,115	24,008	29,746	32,944	36,387	40,070	44,018	52,759	62,742	74,142	87,216	102,294	
	17	19,288	24,225	30,014	33,241	36,715	40,432	44,415	53,235	63,308	74,811	88,002	103,216	
	18	19,461	24,443	30,282	33,537	37,043	40,793	44,813	53,712	63,874	75,479	88,788	104,137	
	19	19,634	24,660	30,550	33,834	37,370	41,154	45,210	54,188	64,440	76,148	89,575	105,059	
	20	19,807	24,877	30,818	34,131	37,698	41,515	45,608	54,664	65,006	76,817	90,361	105,980	
FULL PERFORMANCE RANGE	21	19,979	25,094	31,086	34,428	38,026	41,876	46,006	55,140	65,572	77,486	91,147	106,901	4
	22	20,152	25,311	31,354	34,725	38,354	42,237	46,403	55,616	66,138	78,155	91,934	107,823	
	23	20,325	25,528	31,622	35,021	38,682	42,598	46,801	56,093	66,704	78,824	92,720	108,744	
	24	20,498	25,743	31,890	35,318	39,009	42,959	47,198	56,569	67,270	79,493	93,506	109,666	
	25	20,670	25,962	32,158	35,615	39,337	43,320	47,596	57,045	67,835	80,162	94,293	110,587	4
	26	20,843	26,179	32,426	35,912	39,665	43,681	47,994	57,521	68,401	80,831	95,079	111,509	
	27	21,016	26,396	32,695	36,209	39,993	44,042	48,391	57,998	68,967	81,500	95,865	112,430	
	28	21,189	26,613	32,963	36,505	40,321	44,403	48,789	58,474	69,533	82,169	96,652	113,352	
	29	21,361	26,830	33,231	36,802	40,649	44,764	49,186	58,950	70,099	82,838	97,438	114,273	4
	30	21,534	27,047	33,499	37,099	40,976	45,125	49,584	59,426	70,665	83,507	98,224	115,194	
	31	21,707	27,264	33,767	37,396	41,304	45,486	49,981	59,902	71,231	84,176	99,011	116,116	
	32	21,880	27,482	34,035	37,693	41,632	45,847	50,379	60,379	71,797	84,844	99,797	117,037	
	33	22,053	27,699	34,303	37,989	41,960	46,208	50,777	60,855	72,363	85,513	100,583	117,959	4
	34	22,225	27,916	34,571	38,286	42,288	46,569	51,174	61,331	72,929	86,182	101,369	118,880	
	35	22,398	28,133	34,839	38,583	42,615	46,930	51,572	61,807	73,495	86,851	102,156	119,802	
	36	22,571	28,350	35,107	38,880	42,943	47,291	51,969	62,284	74,061	87,520	102,942	120,723	
	37	22,744	28,567	35,375	39,177	43,271	47,652	52,367	62,760	74,627	88,189	103,728	121,644	2
	38	22,916	28,784	35,643	39,474	43,599	48,013	52,765	63,236	75,193	88,858	104,515	122,566	
	39	23,089	29,001	35,911	39,770	43,927	48,374	53,162	63,712	75,759	89,527	105,301	123,487	2
	40	23,262	29,218	36,179	40,067	44,255	48,736	53,560	64,188	76,324	90,196	106,087	124,409	
	41	23,435	29,435	36,447	40,364	44,582	49,097	53,957	64,665	76,890	90,865	106,874	125,330	2
42	23,607	29,652	36,715	40,661	44,910	49,458	54,355	65,141	77,456	91,534	107,660	126,252		
43	23,780	29,869	36,983	40,958	45,238	49,819	54,753	65,617	78,022	92,203	108,446	127,173	2	
44	23,953	30,086	37,251	41,254	45,566	50,180	55,150	66,093	78,588	92,872	109,233	128,095		
45	24,126	30,303	37,519	41,551	45,894	50,541	55,548	66,570	79,154	93,541	110,019	129,016	2	
46	24,299	30,520	37,787	41,848	46,222	50,902	55,945	67,046	79,720	94,209	110,805	129,937		
47	24,471	30,738	38,055	42,145	46,549	51,263	56,343	67,522	80,286	94,878	111,592	130,859	2	
48	24,644	30,955	38,323	42,442	46,877	51,624	56,741	67,998	80,852	95,547	112,378	131,780		
49	24,817	31,172	38,591	42,738	47,205	51,985	57,138	68,475	81,418	96,216	113,164	132,702	2	
50	24,990	31,389	38,859	43,035	47,533	52,346	57,536	68,951	81,984	96,885	113,951	133,623		
51	25,162	31,606	39,127	43,332	47,861	52,707	57,933	69,427	82,550	97,554	114,737	134,545	2	
52	25,335	31,823	39,395	43,629	48,188	53,068	58,331	69,903	83,116	98,223	115,523	135,466		
53	25,508	32,040	39,663	43,926	48,516	53,429	58,729	70,379	83,682	98,892	116,310	136,388	2	
54	25,681	32,257	39,931	44,222	48,844	53,790	59,126	70,856	84,248	99,561	117,096	137,309		
55	25,853	32,474	40,199	44,519	49,172	54,151	59,524	71,332	84,813	100,230	117,882	138,230	1	
56	26,026	32,691	40,467	44,816	49,500	54,512	59,921	71,808	85,379	100,899	118,669	138,881		
57	26,199	32,908	40,735	45,113	49,828	54,873	60,319	72,284	85,945	101,568	119,455	138,881	1	
58	26,372	33,125	41,003	45,410	50,155	55,234	60,716	72,761	86,511	102,237	120,241	138,881		
59	26,545	33,342	41,271	45,707	50,483	55,595	61,114	73,237	87,077	102,906	121,028	138,881	1	
60	26,717	33,559	41,539	46,003	50,811	55,956	61,512	73,713	87,643	103,575	121,814	138,881		
61	26,890	33,777	41,807	46,300	51,139	56,317	61,909	74,189	88,209	104,243	122,600	138,881	1	

Table 70: SACRAMENTO-YOLO, CA CMSA
2003 Pay Rates of the Court Personnel System with 13.29% Locality Pay Differential

STEP	CLASSIFICATION LEVEL												Number of Steps for Annual Increase
	CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,903	21,228	26,316	29,145	32,191	35,450	38,926	46,662	55,497	65,578	77,150	90,502
	02	17,080	21,450	26,590	29,449	32,527	35,819	39,333	47,149	56,076	66,262	77,955	91,444
	03	17,256	21,672	26,864	29,752	32,862	36,188	39,740	47,636	56,655	66,946	78,759	92,387
	04	17,433	21,894	27,139	30,056	33,197	36,558	40,147	48,123	57,234	67,631	79,564	93,329
	05	17,610	22,116	27,413	30,359	33,533	36,927	40,553	48,610	57,813	68,315	80,368	94,272
	06	17,787	22,339	27,687	30,663	33,868	37,296	40,960	49,098	58,392	68,999	81,172	95,215
	07	17,963	22,561	27,961	30,967	34,203	37,666	41,367	49,585	58,971	69,684	81,977	96,157
	08	18,140	22,783	28,235	31,270	34,539	38,035	41,773	50,072	59,550	70,368	82,781	97,100
	09	18,317	23,005	28,509	31,574	34,874	38,404	42,180	50,559	60,129	71,052	83,585	98,042
	10	18,493	23,227	28,784	31,878	35,209	38,774	42,587	51,046	60,708	71,736	84,390	98,985
	11	18,670	23,449	29,058	32,181	35,545	39,143	42,994	51,533	61,286	72,421	85,194	99,927
	12	18,847	23,671	29,332	32,485	35,880	39,512	43,400	52,021	61,865	73,105	85,998	100,870
	13	19,024	23,893	29,606	32,788	36,215	39,881	43,807	52,508	62,444	73,789	86,803	101,813
	14	19,200	24,115	29,880	33,092	36,551	40,251	44,214	52,995	63,023	74,473	87,607	102,755
	15	19,377	24,337	30,154	33,396	36,886	40,620	44,620	53,482	63,602	75,158	88,412	103,698
	16	19,554	24,559	30,429	33,699	37,221	40,989	45,027	53,969	64,181	75,842	89,216	104,640
	17	19,731	24,781	30,703	34,003	37,557	41,359	45,434	54,456	64,760	76,526	90,020	105,583
	18	19,907	25,003	30,977	34,306	37,892	41,728	45,841	54,943	65,339	77,211	90,825	106,525
	19	20,084	25,225	31,251	34,610	38,227	42,097	46,247	55,431	65,918	77,895	91,629	107,468
	20	20,261	25,447	31,525	34,914	38,563	42,467	46,654	55,918	66,497	78,579	92,433	108,411
FULL PERFORMANCE RANGE	21	20,438	25,669	31,799	35,217	38,898	42,836	47,061	56,405	67,076	79,263	93,238	109,353
	22	20,614	25,891	32,074	35,521	39,233	43,205	47,467	56,892	67,655	79,948	94,042	110,296
	23	20,791	26,113	32,348	35,825	39,569	43,575	47,874	57,379	68,233	80,632	94,846	111,238
	24	20,968	26,335	32,622	36,128	39,904	43,944	48,281	57,866	68,812	81,316	95,651	112,181
	25	21,144	26,557	32,896	36,432	40,239	44,313	48,688	58,353	69,391	82,000	96,455	113,123
	26	21,321	26,779	33,170	36,735	40,575	44,683	49,094	58,841	69,970	82,685	97,259	114,066
	27	21,498	27,002	33,444	37,039	40,910	45,052	49,501	59,328	70,549	83,369	98,064	115,009
	28	21,675	27,224	33,719	37,343	41,245	45,421	49,908	59,815	71,128	84,053	98,868	115,951
	29	21,851	27,446	33,993	37,646	41,581	45,791	50,314	60,302	71,707	84,738	99,673	116,894
	30	22,028	27,668	34,267	37,950	41,916	46,160	50,721	60,789	72,286	85,422	100,477	117,836
	31	22,205	27,890	34,541	38,254	42,252	46,529	51,128	61,276	72,865	86,106	101,281	118,779
	32	22,382	28,112	34,815	38,557	42,587	46,899	51,534	61,763	73,444	86,790	102,086	119,721
	33	22,558	28,334	35,089	38,861	42,922	47,268	51,941	62,251	74,023	87,475	102,890	120,664
	34	22,735	28,556	35,363	39,164	43,258	47,637	52,348	62,738	74,601	88,159	103,694	121,607
	35	22,912	28,778	35,638	39,468	43,593	48,007	52,755	63,225	75,180	88,843	104,499	122,549
	36	23,089	29,000	35,912	39,772	43,928	48,376	53,161	63,712	75,759	89,527	105,303	123,492
	37	23,265	29,222	36,186	40,075	44,264	48,745	53,568	64,199	76,338	90,212	106,107	124,434
	38	23,442	29,444	36,460	40,379	44,599	49,115	53,975	64,686	76,917	90,896	106,912	125,377
	39	23,619	29,666	36,734	40,682	44,934	49,484	54,381	65,173	77,496	91,580	107,716	126,319
	40	23,795	29,888	37,008	40,986	45,270	49,853	54,788	65,661	78,075	92,265	108,520	127,262
PERFORMANCE RANGE	41	23,972	30,110	37,283	41,290	45,605	50,223	55,195	66,148	78,654	92,949	109,325	128,205
	42	24,149	30,332	37,557	41,593	45,940	50,592	55,602	66,635	79,233	93,633	110,129	129,147
	43	24,326	30,554	37,831	41,897	46,276	50,961	56,008	67,122	79,812	94,317	110,934	130,090
	44	24,502	30,776	38,105	42,201	46,611	51,331	56,415	67,609	80,391	95,002	111,738	131,032
	45	24,679	30,998	38,379	42,504	46,946	51,700	56,822	68,096	80,969	95,686	112,542	131,975
	46	24,856	31,220	38,653	42,808	47,282	52,069	57,228	68,584	81,548	96,370	113,347	132,917
	47	25,033	31,443	38,928	43,111	47,617	52,439	57,635	69,071	82,127	97,054	114,151	133,860
	48	25,209	31,665	39,202	43,415	47,952	52,808	58,042	69,558	82,706	97,739	114,955	134,803
	49	25,386	31,887	39,476	43,719	48,288	53,177	58,449	70,045	83,285	98,423	115,760	135,745
	50	25,563	32,109	39,750	44,022	48,623	53,547	58,855	70,532	83,864	99,107	116,564	136,688
	51	25,739	32,331	40,024	44,326	48,958	53,916	59,262	71,019	84,443	99,791	117,368	137,630
	52	25,916	32,553	40,298	44,629	49,294	54,285	59,669	71,506	85,022	100,476	118,173	138,573
	53	26,093	32,775	40,573	44,933	49,629	54,654	60,075	71,994	85,601	101,160	118,977	139,516
	54	26,270	32,997	40,847	45,237	49,964	55,024	60,482	72,481	86,180	101,844	119,782	140,458
	55	26,446	33,219	41,121	45,540	50,300	55,393	60,889	72,968	86,759	102,529	120,586	141,401
	56	26,623	33,441	41,395	45,844	50,635	55,762	61,296	73,455	87,338	103,213	121,390	142,066
	57	26,800	33,663	41,669	46,148	50,970	56,132	61,702	73,942	87,916	103,897	122,195	142,066
	58	26,977	33,885	41,943	46,451	51,306	56,501	62,109	74,429	88,495	104,581	122,999	142,066
	59	27,153	34,107	42,218	46,755	51,641	56,870	62,516	74,916	89,074	105,266	123,803	142,066
	60	27,330	34,329	42,492	47,058	51,976	57,240	62,922	75,404	89,653	105,950	124,608	142,066
	61	27,507	34,551	42,766	47,362	52,312	57,609	63,329	75,891	90,232	106,634	125,412	142,066

Table 71: ST. LOUIS, MO-IL MSA

2003 Pay Rates of the Court Personnel System with 9.99% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,411	20,610	25,550	28,296	31,254	34,417	37,793	45,303	53,881	63,668	74,903	87,866	Number of Steps for Annual Increase
	02	16,582	20,826	25,816	28,591	31,579	34,776	38,187	45,776	54,443	64,332	75,684	88,781	
	03	16,754	21,041	26,082	28,886	31,905	35,134	38,582	46,249	55,005	64,996	76,465	89,696	
	04	16,925	21,257	26,348	29,180	32,230	35,493	38,977	46,722	55,567	65,661	77,246	90,611	
	05	17,097	21,472	26,614	29,475	32,556	35,851	39,372	47,195	56,129	66,325	78,027	91,526	
	06	17,268	21,688	26,880	29,770	32,882	36,210	39,767	47,667	56,691	66,989	78,808	92,441	
	07	17,440	21,903	27,147	30,065	33,207	36,568	40,162	48,140	57,253	67,654	79,589	93,356	
	08	17,612	22,119	27,413	30,359	33,533	36,927	40,557	48,613	57,815	68,318	80,370	94,271	
	09	17,783	22,335	27,679	30,654	33,858	37,286	40,951	49,086	58,377	68,982	81,151	95,186	
	10	17,955	22,550	27,945	30,949	34,184	37,644	41,346	49,559	58,939	69,647	81,932	96,102	
	11	18,126	22,766	28,211	31,244	34,509	38,003	41,741	50,032	59,501	70,311	82,712	97,017	
	12	18,298	22,981	28,478	31,539	34,835	38,361	42,136	50,505	60,063	70,975	83,493	97,932	
	13	18,470	23,197	28,744	31,833	35,161	38,720	42,531	50,978	60,625	71,640	84,274	98,847	
	14	18,641	23,412	29,010	32,128	35,486	39,078	42,926	51,451	61,187	72,304	85,055	99,762	
	15	18,813	23,628	29,276	32,423	35,812	39,437	43,321	51,924	61,749	72,968	85,836	100,677	
	16	18,984	23,844	29,542	32,718	36,137	39,795	43,716	52,397	62,312	73,633	86,617	101,592	
	17	19,156	24,059	29,808	33,012	36,463	40,154	44,110	52,870	62,874	74,297	87,398	102,507	
	18	19,327	24,275	30,075	33,307	36,788	40,513	44,505	53,343	63,436	74,961	88,179	103,422	
	19	19,499	24,490	30,341	33,602	37,114	40,871	44,900	53,816	63,998	75,626	88,960	104,338	
	20	19,671	24,706	30,607	33,897	37,439	41,230	45,295	54,289	64,560	76,290	89,741	105,253	
FULL PERFORMANCE RANGE	21	19,842	24,922	30,873	34,191	37,765	41,588	45,690	54,762	65,122	76,955	90,522	106,168	4
	22	20,014	25,137	31,139	34,486	38,091	41,947	46,085	55,235	65,684	77,619	91,303	107,083	
	23	20,185	25,353	31,405	34,781	38,416	42,305	46,480	55,708	66,246	78,283	92,084	107,998	
	24	20,357	25,568	31,672	35,076	38,742	42,664	46,874	56,181	66,808	78,948	92,865	108,913	
	25	20,529	25,784	31,938	35,371	39,067	43,023	47,269	56,654	67,370	79,612	93,645	109,828	4
	26	20,700	25,999	32,204	35,665	39,393	43,381	47,664	57,127	67,932	80,276	94,426	110,743	
	27	20,872	26,215	32,470	35,960	39,718	43,740	48,059	57,600	68,494	80,941	95,207	111,659	
	28	21,043	26,431	32,736	36,255	40,044	44,098	48,454	58,073	69,056	81,605	95,988	112,574	
	29	21,215	26,646	33,002	36,550	40,370	44,457	48,849	58,545	69,618	82,269	96,769	113,489	4
	30	21,386	26,862	33,269	36,844	40,695	44,815	49,244	59,018	70,180	82,934	97,550	114,404	
	31	21,558	27,077	33,535	37,139	41,021	45,174	49,638	59,491	70,742	83,598	98,331	115,319	
	32	21,730	27,293	33,801	37,434	41,346	45,533	50,033	59,964	71,304	84,262	99,112	116,234	
	33	21,901	27,508	34,067	37,729	41,672	45,891	50,428	60,437	71,866	84,927	99,893	117,149	4
	34	22,073	27,724	34,333	38,024	41,997	46,250	50,823	60,910	72,428	85,591	100,674	118,064	
	35	22,244	27,940	34,600	38,318	42,323	46,608	51,218	61,383	72,990	86,255	101,455	118,979	
	36	22,416	28,155	34,866	38,613	42,649	46,967	51,613	61,856	73,553	86,920	102,236	119,895	
	37	22,588	28,371	35,132	38,908	42,974	47,325	52,008	62,329	74,115	87,584	103,017	120,810	2
	38	22,759	28,586	35,398	39,203	43,300	47,684	52,403	62,802	74,677	88,248	103,798	121,725	
	39	22,931	28,802	35,664	39,497	43,625	48,043	52,797	63,275	75,239	88,913	104,578	122,640	2
	40	23,102	29,018	35,930	39,792	43,951	48,401	53,192	63,748	75,801	89,577	105,359	123,555	
	41	23,274	29,233	36,197	40,087	44,276	48,760	53,587	64,221	76,363	90,241	106,140	124,470	2
	42	23,445	29,449	36,463	40,382	44,602	49,118	53,982	64,694	76,925	90,906	106,921	125,385	
	43	23,617	29,664	36,729	40,677	44,928	49,477	54,377	65,167	77,487	91,570	107,702	126,300	2
	44	23,789	29,880	36,995	40,971	45,253	49,835	54,772	65,640	78,049	92,234	108,483	127,216	
	45	23,960	30,095	37,261	41,266	45,579	50,194	55,167	66,113	78,611	92,899	109,264	128,131	2
	46	24,132	30,311	37,527	41,561	45,904	50,553	55,561	66,586	79,173	93,563	110,045	129,046	
	47	24,303	30,527	37,794	41,856	46,230	50,911	55,956	67,059	79,735	94,227	110,826	129,961	2
	48	24,475	30,742	38,060	42,150	46,555	51,270	56,351	67,532	80,297	94,892	111,607	130,876	
	49	24,647	30,958	38,326	42,445	46,881	51,628	56,746	68,005	80,859	95,556	112,388	131,791	2
	50	24,818	31,173	38,592	42,740	47,207	51,987	57,141	68,478	81,421	96,220	113,169	132,706	
	51	24,990	31,389	38,858	43,035	47,532	52,345	57,536	68,951	81,983	96,885	113,950	133,621	2
	52	25,161	31,605	39,125	43,329	47,858	52,704	57,931	69,423	82,545	97,549	114,731	134,536	
	53	25,333	31,820	39,391	43,624	48,183	53,062	58,325	69,896	83,107	98,213	115,511	135,452	2
	54	25,504	32,036	39,657	43,919	48,509	53,421	58,720	70,369	83,669	98,878	116,292	136,367	
	55	25,676	32,251	39,923	44,214	48,834	53,780	59,115	70,842	84,231	99,542	117,073	137,282	1
	56	25,848	32,467	40,189	44,509	49,160	54,138	59,510	71,315	84,793	100,206	117,854	137,927	
	57	26,019	32,682	40,455	44,803	49,486	54,497	59,905	71,788	85,356	100,871	118,635	137,927	1
	58	26,191	32,898	40,722	45,098	49,811	54,855	60,300	72,261	85,918	101,535	119,416	137,927	
	59	26,362	33,114	40,988	45,393	50,137	55,214	60,695	72,734	86,480	102,199	120,197	137,927	1
	60	26,534	33,329	41,254	45,688	50,462	55,572	61,090	73,207	87,042	102,864	120,978	137,927	
	61	26,706	33,545	41,520	45,982	50,788	55,931	61,484	73,680	87,604	103,528	121,759	137,927	1

Table 74: SAN DIEGO, CA MSA

2003 Pay Rates of the Court Personnel System with 14.07% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	17,019	21,374	26,497	29,346	32,413	35,694	39,194	46,983	55,879	66,029	77,682	91,125	Number of Steps for Annual Increase
	02	17,197	21,598	26,773	29,651	32,751	36,066	39,604	47,474	56,462	66,718	78,492	92,074	
	03	17,375	21,822	27,049	29,957	33,088	36,437	40,013	47,964	57,045	67,407	79,301	93,023	
	04	17,553	22,045	27,325	30,263	33,426	36,809	40,423	48,455	57,628	68,096	80,111	93,972	
	05	17,731	22,269	27,602	30,568	33,764	37,181	40,832	48,945	58,211	68,785	80,921	94,921	
	06	17,909	22,492	27,878	30,874	34,101	37,553	41,242	49,436	58,794	69,474	81,731	95,870	
	07	18,087	22,716	28,154	31,180	34,439	37,925	41,652	49,926	59,377	70,163	82,541	96,819	
	08	18,265	22,939	28,430	31,486	34,777	38,297	42,061	50,417	59,960	70,852	83,351	97,768	
	09	18,443	23,163	28,706	31,791	35,114	38,669	42,471	50,907	60,543	71,541	84,161	98,717	
	10	18,621	23,387	28,982	32,097	35,452	39,040	42,880	51,398	61,126	72,230	84,971	99,666	
	11	18,799	23,610	29,258	32,403	35,789	39,412	43,290	51,888	61,708	72,919	85,781	100,615	
	12	18,977	23,834	29,534	32,708	36,127	39,784	43,699	52,379	62,291	73,608	86,591	101,565	
	13	19,155	24,057	29,810	33,014	36,465	40,156	44,109	52,869	62,874	74,297	87,400	102,514	
	14	19,333	24,281	30,086	33,320	36,802	40,528	44,518	53,360	63,457	74,986	88,210	103,463	
	15	19,511	24,505	30,362	33,626	37,140	40,900	44,928	53,850	64,040	75,675	89,020	104,412	
	16	19,688	24,728	30,638	33,931	37,478	41,272	45,337	54,341	64,623	76,364	89,830	105,361	
	17	19,866	24,952	30,914	34,237	37,815	41,644	45,747	54,831	65,206	77,053	90,640	106,310	
	18	20,044	25,175	31,190	34,543	38,153	42,015	46,156	55,322	65,789	77,742	91,450	107,259	
	19	20,222	25,399	31,466	34,848	38,491	42,387	46,566	55,812	66,372	78,431	92,260	108,208	
	20	20,400	25,622	31,742	35,154	38,828	42,759	46,975	56,303	66,955	79,120	93,070	109,157	
FULL PERFORMANCE RANGE	21	20,578	25,846	32,018	35,460	39,166	43,131	47,385	56,793	67,537	79,809	93,880	110,106	4
	22	20,756	26,070	32,294	35,766	39,504	43,503	47,794	57,284	68,120	80,498	94,690	111,055	
	23	20,934	26,293	32,570	36,071	39,841	43,875	48,204	57,774	68,703	81,187	95,499	112,004	
	24	21,112	26,517	32,846	36,377	40,179	44,247	48,613	58,265	69,286	81,876	96,309	112,953	
	25	21,290	26,740	33,123	36,683	40,517	44,618	49,023	58,755	69,869	82,565	97,119	113,902	4
	26	21,468	26,964	33,399	36,988	40,854	44,990	49,432	59,246	70,452	83,254	97,929	114,851	
	27	21,646	27,187	33,675	37,294	41,192	45,362	49,842	59,736	71,035	83,943	98,739	115,800	
	28	21,824	27,411	33,951	37,600	41,529	45,734	50,251	60,227	71,618	84,632	99,549	116,750	
	29	22,002	27,635	34,227	37,905	41,867	46,106	50,661	60,717	72,201	85,321	100,359	117,699	4
	30	22,180	27,858	34,503	38,211	42,205	46,478	51,070	61,208	72,784	86,010	101,169	118,648	
	31	22,358	28,082	34,779	38,517	42,542	46,850	51,480	61,698	73,366	86,699	101,979	119,597	
	32	22,536	28,305	35,055	38,823	42,880	47,222	51,889	62,189	73,949	87,388	102,788	120,546	
	33	22,714	28,529	35,331	39,128	43,218	47,593	52,299	62,679	74,532	88,077	103,598	121,495	4
	34	22,892	28,752	35,607	39,434	43,555	47,965	52,708	63,170	75,115	88,766	104,408	122,444	
	35	23,070	28,976	35,883	39,740	43,893	48,337	53,118	63,660	75,698	89,455	105,218	123,393	
	36	23,247	29,200	36,159	40,045	44,231	48,709	53,527	64,151	76,281	90,144	106,028	124,342	
	37	23,425	29,423	36,435	40,351	44,568	49,081	53,937	64,641	76,864	90,833	106,838	125,291	2
	38	23,603	29,647	36,711	40,657	44,906	49,453	54,346	65,132	77,447	91,522	107,648	126,240	
	39	23,781	29,870	36,987	40,963	45,244	49,825	54,756	65,622	78,030	92,211	108,458	127,189	
	40	23,959	30,094	37,263	41,268	45,581	50,197	55,165	66,113	78,612	92,900	109,268	128,138	
	41	24,137	30,318	37,539	41,574	45,919	50,568	55,575	66,603	79,195	93,589	110,078	129,087	2
	42	24,315	30,541	37,815	41,880	46,257	50,940	55,984	67,094	79,778	94,278	110,887	130,036	
	43	24,493	30,765	38,091	42,185	46,594	51,312	56,394	67,584	80,361	94,967	111,697	130,985	
	44	24,671	30,988	38,367	42,491	46,932	51,684	56,803	68,075	80,944	95,656	112,507	131,935	
	45	24,849	31,212	38,643	42,797	47,269	52,056	57,213	68,565	81,527	96,345	113,317	132,884	2
	46	25,027	31,435	38,920	43,102	47,607	52,428	57,622	69,056	82,110	97,034	114,127	133,833	
	47	25,205	31,659	39,196	43,408	47,945	52,800	58,032	69,546	82,693	97,723	114,937	134,782	
	48	25,383	31,883	39,472	43,714	48,282	53,171	58,441	70,037	83,276	98,412	115,747	135,731	
	49	25,561	32,106	39,748	44,020	48,620	53,543	58,851	70,527	83,859	99,101	116,557	136,680	2
	50	25,739	32,330	40,024	44,325	48,958	53,915	59,261	71,018	84,441	99,790	117,367	137,629	
	51	25,917	32,553	40,300	44,631	49,295	54,287	59,670	71,508	85,024	100,479	118,177	138,578	
	52	26,095	32,777	40,576	44,937	49,633	54,659	60,080	71,999	85,607	101,168	118,986	139,527	
	53	26,273	33,000	40,852	45,242	49,971	55,031	60,489	72,489	86,190	101,857	119,796	140,476	2
	54	26,451	33,224	41,128	45,548	50,308	55,403	60,899	72,980	86,773	102,546	120,606	141,425	
	55	26,629	33,448	41,404	45,854	50,646	55,775	61,308	73,470	87,356	103,234	121,416	142,374	
	56	26,806	33,671	41,680	46,160	50,984	56,146	61,718	73,961	87,939	103,923	122,226	142,500 *	
	57	26,984	33,895	41,956	46,465	51,321	56,518	62,127	74,451	88,522	104,612	123,036	142,500 *	1
	58	27,162	34,118	42,232	46,771	51,659	56,890	62,537	74,942	89,105	105,301	123,846	142,500 *	
	59	27,340	34,342	42,508	47,077	51,997	57,262	62,946	75,432	89,688	105,990	124,656	142,500 *	
	60	27,518	34,565	42,784	47,382	52,334	57,634	63,356	75,923	90,270	106,679	125,466	142,500 *	
	61	27,696	34,789	43,060	47,688	52,672	58,006	63,765	76,413	90,853	107,368	126,275	142,500 *	

Table 75: SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA

2003 Pay Rates of the Court Personnel System with 21.08% Locality Pay Differential
Includes Monterey County, CA.

		CLASSIFICATION LEVEL												
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	18,065	22,688	28,126	31,149	34,405	37,887	41,603	49,870	59,313	70,087	82,455	96,725	Number of Steps for Annual Increase
	02	18,254	22,925	28,419	31,474	34,763	38,282	42,038	50,391	59,932	70,818	83,315	97,732	
	03	18,443	23,163	28,712	31,798	35,122	38,677	42,472	50,912	60,551	71,550	84,175	98,740	
	04	18,632	23,400	29,005	32,123	35,480	39,071	42,907	51,432	61,170	72,281	85,034	99,747	
	05	18,821	23,637	29,298	32,447	35,838	39,466	43,342	51,953	61,788	73,012	85,894	100,754	
	06	19,010	23,875	29,591	32,772	36,197	39,861	43,776	52,474	62,407	73,744	86,754	101,762	
	07	19,198	24,112	29,884	33,096	36,555	40,255	44,211	52,994	63,026	74,475	87,613	102,769	
	08	19,387	24,349	30,177	33,421	36,914	40,650	44,646	53,515	63,644	75,206	88,473	103,776	
	09	19,576	24,587	30,470	33,745	37,272	41,045	45,081	54,036	64,263	75,938	89,333	104,784	
	10	19,765	24,824	30,763	34,069	37,630	41,440	45,515	54,556	64,882	76,669	90,192	105,791	
	11	19,954	25,061	31,056	34,394	37,989	41,834	45,950	55,077	65,501	77,400	91,052	106,799	
	12	20,143	25,298	31,349	34,718	38,347	42,229	46,385	55,598	66,119	78,132	91,912	107,806	
	13	20,332	25,536	31,642	35,043	38,706	42,624	46,819	56,118	66,738	78,863	92,771	108,813	
	14	20,521	25,773	31,935	35,367	39,064	43,019	47,254	56,639	67,357	79,594	93,631	109,821	
	15	20,710	26,010	32,228	35,692	39,422	43,413	47,689	57,159	67,976	80,326	94,491	110,828	
	16	20,898	26,248	32,521	36,016	39,781	43,808	48,123	57,680	68,594	81,057	95,351	111,836	
	17	21,087	26,485	32,814	36,341	40,139	44,203	48,558	58,201	69,213	81,788	96,210	112,843	
	18	21,276	26,722	33,107	36,665	40,498	44,597	48,993	58,721	69,832	82,520	97,070	113,850	
	19	21,465	26,960	33,400	36,990	40,856	44,992	49,427	59,242	70,450	83,251	97,930	114,858	
	20	21,654	27,197	33,693	37,314	41,214	45,387	49,862	59,763	71,069	83,982	98,789	115,865	
FULL PERFORMANCE RANGE	21	21,843	27,434	33,986	37,639	41,573	45,782	50,297	60,283	71,688	84,714	99,649	116,872	4
	22	22,032	27,672	34,279	37,963	41,931	46,176	50,731	60,804	72,307	85,445	100,509	117,880	
	23	22,221	27,909	34,572	38,288	42,290	46,571	51,166	61,325	72,925	86,176	101,368	118,887	
	24	22,409	28,146	34,865	38,612	42,648	46,966	51,601	61,845	73,544	86,908	102,228	119,895	
	25	22,598	28,384	35,158	38,937	43,006	47,360	52,035	62,366	74,163	87,639	103,088	120,902	4
	26	22,787	28,621	35,451	39,261	43,365	47,755	52,470	62,887	74,781	88,370	103,947	121,909	
	27	22,976	28,858	35,744	39,586	43,723	48,150	52,905	63,407	75,400	89,102	104,807	122,917	
	28	23,165	29,096	36,037	39,910	44,082	48,545	53,339	63,928	76,019	89,833	105,667	123,924	
	29	23,354	29,333	36,330	40,235	44,440	48,939	53,774	64,448	76,638	90,564	106,526	124,932	4
	30	23,543	29,570	36,623	40,559	44,798	49,334	54,209	64,969	77,256	91,296	107,386	125,939	
	31	23,732	29,807	36,916	40,884	45,157	49,729	54,643	65,490	77,875	92,027	108,246	126,946	
	32	23,921	30,045	37,209	41,208	45,515	50,123	55,078	66,010	78,494	92,758	109,105	127,954	
	33	24,109	30,282	37,502	41,533	45,874	50,518	55,513	66,531	79,112	93,490	109,965	128,961	4
	34	24,298	30,519	37,795	41,857	46,232	50,913	55,947	67,052	79,731	94,221	110,825	129,968	
	35	24,487	30,757	38,088	42,182	46,590	51,308	56,382	67,572	80,350	94,952	111,684	130,976	
	36	24,676	30,994	38,381	42,506	46,949	51,702	56,817	68,093	80,969	95,683	112,544	131,983	
	37	24,865	31,231	38,674	42,831	47,307	52,097	57,251	68,614	81,587	96,415	113,404	132,991	2
	38	25,054	31,469	38,967	43,155	47,666	52,492	57,686	69,134	82,206	97,146	114,263	133,998	
	39	25,243	31,706	39,260	43,480	48,024	52,887	58,121	69,655	82,825	97,877	115,123	135,005	
	40	25,432	31,943	39,553	43,804	48,382	53,281	58,555	70,176	83,443	98,609	115,983	136,013	
	41	25,621	32,181	39,846	44,129	48,741	53,676	58,990	70,696	84,062	99,340	116,842	137,020	2
	42	25,809	32,418	40,139	44,453	49,099	54,071	59,425	71,217	84,681	100,071	117,702	138,028	
	43	25,998	32,655	40,432	44,778	49,458	54,465	59,860	71,737	85,300	100,803	118,562	139,035	
	44	26,187	32,893	40,725	45,102	49,816	54,860	60,294	72,258	85,918	101,534	119,421	140,042	
	45	26,376	33,130	41,018	45,427	50,174	55,255	60,729	72,779	86,537	102,265	120,281	141,050	2
	46	26,565	33,367	41,311	45,751	50,533	55,650	61,164	73,299	87,156	102,997	121,141	142,057	
	47	26,754	33,605	41,604	46,076	50,891	56,044	61,598	73,820	87,775	103,728	122,000	142,500 *	
	48	26,943	33,842	41,897	46,400	51,250	56,439	62,033	74,341	88,393	104,459	122,860	142,500 *	
	49	27,132	34,079	42,190	46,725	51,608	56,834	62,468	74,861	89,012	105,191	123,720	142,500 *	2
	50	27,320	34,316	42,483	47,049	51,966	57,228	62,902	75,382	89,631	105,922	124,579	142,500 *	
	51	27,509	34,554	42,776	47,374	52,325	57,623	63,337	75,903	90,249	106,653	125,439	142,500 *	
	52	27,698	34,791	43,069	47,698	52,683	58,018	63,772	76,423	90,868	107,385	126,299	142,500 *	
	53	27,887	35,028	43,362	48,023	53,042	58,413	64,206	76,944	91,487	108,116	127,158	142,500 *	2
	54	28,076	35,266	43,655	48,347	53,400	58,807	64,641	77,465	92,106	108,847	128,018	142,500 *	
	55	28,265	35,503	43,948	48,672	53,758	59,202	65,076	77,985	92,724	109,579	128,878	142,500 *	
	56	28,454	35,740	44,241	48,996	54,117	59,597	65,510	78,506	93,343	110,310	129,737	142,500 *	
	57	28,643	35,978	44,534	49,321	54,475	59,992	65,945	79,026	93,962	111,041	130,597	142,500 *	1
	58	28,832	36,215	44,827	49,645	54,833	60,386	66,380	79,547	94,580	111,773	131,457	142,500 *	
	59	29,020	36,452	45,120	49,970	55,192	60,781	66,814	80,068	95,199	112,504	132,316	142,500 *	
	60	29,209	36,690	45,413	50,294	55,550	61,176	67,249	80,588	95,818	113,235	133,176	142,500 *	
	61	29,398	36,927	45,706	50,619	55,909	61,570	67,684	81,109	96,437	113,967	134,000	142,500 *	

Table 76: SEATTLE-TACOMA-BREMERTON, WA CMSA

2003 Pay Rates of the Court Personnel System with 13.11% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,876	21,195	26,274	29,099	32,140	35,393	38,865	46,588	55,409	65,474	77,028	90,358	Number of Steps for Annual Increase
	02	17,052	21,416	26,548	29,402	32,475	35,762	39,271	47,074	55,987	66,157	77,831	91,299	
	03	17,229	21,638	26,822	29,705	32,810	36,131	39,677	47,560	56,565	66,840	78,634	92,240	
	04	17,405	21,860	27,096	30,008	33,145	36,499	40,083	48,047	57,143	67,523	79,437	93,181	
	05	17,582	22,081	27,369	30,311	33,479	36,868	40,489	48,533	57,721	68,206	80,240	94,122	
	06	17,758	22,303	27,643	30,614	33,814	37,237	40,895	49,020	58,299	68,890	81,043	95,063	
	07	17,935	22,525	27,917	30,917	34,149	37,606	41,301	49,506	58,877	69,573	81,846	96,004	
	08	18,111	22,746	28,190	31,221	34,484	37,974	41,707	49,992	59,455	70,256	82,649	96,945	
	09	18,288	22,968	28,464	31,524	34,819	38,343	42,113	50,479	60,033	70,939	83,453	97,887	
	10	18,464	23,190	28,738	31,827	35,153	38,712	42,519	50,965	60,611	71,622	84,256	98,828	
	11	18,641	23,412	29,012	32,130	35,488	39,081	42,925	51,451	61,189	72,306	85,059	99,769	
	12	18,817	23,633	29,285	32,433	35,823	39,449	43,331	51,938	61,767	72,989	85,862	100,710	
	13	18,993	23,855	29,559	32,736	36,158	39,818	43,737	52,424	62,345	73,672	86,665	101,651	
	14	19,170	24,077	29,833	33,039	36,493	40,187	44,143	52,911	62,923	74,355	87,468	102,592	
	15	19,346	24,298	30,106	33,343	36,827	40,556	44,550	53,397	63,501	75,038	88,271	103,533	
	16	19,523	24,520	30,380	33,646	37,162	40,924	44,956	53,883	64,079	75,721	89,074	104,474	
	17	19,699	24,742	30,654	33,949	37,497	41,293	45,362	54,370	64,657	76,405	89,877	105,415	
	18	19,876	24,963	30,928	34,252	37,832	41,662	45,768	54,856	65,235	77,088	90,680	106,356	
	19	20,052	25,185	31,201	34,555	38,167	42,031	46,174	55,342	65,813	77,771	91,483	107,297	
	20	20,229	25,407	31,475	34,858	38,502	42,399	46,580	55,829	66,391	78,454	92,286	108,238	
FULL PERFORMANCE RANGE	21	20,405	25,628	31,749	35,161	38,836	42,768	46,986	56,315	66,969	79,137	93,090	109,179	4
	22	20,581	25,850	32,023	35,465	39,171	43,137	47,392	56,802	67,547	79,821	93,893	110,121	
	23	20,758	26,072	32,296	35,768	39,506	43,505	47,798	57,288	68,125	80,504	94,696	111,062	
	24	20,934	26,294	32,570	36,071	39,841	43,874	48,204	57,774	68,703	81,187	95,499	112,003	
	25	21,111	26,515	32,844	36,374	40,176	44,243	48,610	58,261	69,281	81,870	96,302	112,944	
	26	21,287	26,737	33,117	36,677	40,510	44,612	49,016	58,747	69,859	82,553	97,105	113,885	
	27	21,464	26,959	33,391	36,980	40,845	44,980	49,422	59,233	70,437	83,237	97,908	114,826	
	28	21,640	27,180	33,665	37,283	41,180	45,349	49,828	59,720	71,015	83,920	98,711	115,767	
	29	21,817	27,402	33,939	37,586	41,515	45,718	50,234	60,206	71,593	84,603	99,514	116,708	4
	30	21,993	27,624	34,212	37,890	41,850	46,087	50,640	60,693	72,171	85,286	100,317	117,649	
	31	22,170	27,845	34,486	38,193	42,184	46,455	51,047	61,179	72,749	85,969	101,120	118,590	
	32	22,346	28,067	34,760	38,496	42,519	46,824	51,453	61,665	73,327	86,652	101,923	119,531	
	33	22,522	28,289	35,034	38,799	42,854	47,193	51,859	62,152	73,905	87,336	102,727	120,472	4
	34	22,699	28,511	35,307	39,102	43,189	47,562	52,265	62,638	74,483	88,019	103,530	121,413	
	35	22,875	28,732	35,581	39,405	43,524	47,930	52,671	63,124	75,061	88,702	104,333	122,354	
	36	23,052	28,954	35,855	39,708	43,858	48,299	53,077	63,611	75,639	89,385	105,136	123,296	
	37	23,228	29,176	36,128	40,012	44,193	48,668	53,483	64,097	76,217	90,068	105,939	124,237	2
	38	23,405	29,397	36,402	40,315	44,528	49,037	53,889	64,584	76,795	90,752	106,742	125,178	
	39	23,581	29,619	36,676	40,618	44,863	49,405	54,295	65,070	77,373	91,435	107,545	126,119	2
	40	23,758	29,841	36,950	40,921	45,198	49,774	54,701	65,556	77,951	92,118	108,348	127,060	
	41	23,934	30,062	37,223	41,224	45,532	50,143	55,107	66,043	78,529	92,801	109,151	128,001	2
	42	24,111	30,284	37,497	41,527	45,867	50,512	55,513	66,529	79,107	93,484	109,954	128,942	
	43	24,287	30,506	37,771	41,830	46,202	50,880	55,919	67,015	79,685	94,167	110,757	129,883	2
	44	24,463	30,727	38,045	42,133	46,537	51,249	56,325	67,502	80,263	94,851	111,560	130,824	
	45	24,640	30,949	38,318	42,437	46,872	51,618	56,731	67,988	80,841	95,534	112,363	131,765	2
	46	24,816	31,171	38,592	42,740	47,206	51,986	57,138	68,475	81,419	96,217	113,167	132,706	
	47	24,993	31,393	38,866	43,043	47,541	52,355	57,544	68,961	81,997	96,900	113,970	133,647	2
	48	25,169	31,614	39,139	43,346	47,876	52,724	57,950	69,447	82,575	97,583	114,773	134,588	
	49	25,346	31,836	39,413	43,649	48,211	53,093	58,356	69,934	83,153	98,267	115,576	135,530	2
	50	25,522	32,058	39,687	43,952	48,546	53,461	58,762	70,420	83,731	98,950	116,379	136,471	
	51	25,699	32,279	39,961	44,255	48,880	53,830	59,168	70,906	84,309	99,633	117,182	137,412	2
	52	25,875	32,501	40,234	44,559	49,215	54,199	59,574	71,393	84,887	100,316	117,985	138,353	
	53	26,051	32,723	40,508	44,862	49,550	54,568	59,980	71,879	85,465	100,999	118,788	139,294	2
	54	26,228	32,944	40,782	45,165	49,885	54,936	60,386	72,366	86,043	101,682	119,591	140,235	
	55	26,404	33,166	41,056	45,468	50,220	55,305	60,792	72,852	86,621	102,366	120,394	141,176	1
	56	26,581	33,388	41,329	45,771	50,555	55,674	61,198	73,338	87,199	103,049	121,197	141,840	
	57	26,757	33,610	41,603	46,074	50,889	56,043	61,604	73,825	87,777	103,732	122,000	141,840	1
	58	26,934	33,831	41,877	46,377	51,224	56,411	62,010	74,311	88,355	104,415	122,804	141,840	
	59	27,110	34,053	42,150	46,680	51,559	56,780	62,416	74,797	88,933	105,098	123,607	141,840	1
	60	27,287	34,275	42,424	46,984	51,894	57,149	62,822	75,284	89,511	105,782	124,410	141,840	
	61	27,463	34,496	42,698	47,287	52,229	57,518	63,228	75,770	90,089	106,465	125,213	141,840	

Table 77: WASHINGTON-BALTIMORE, DC-MD-VA-WV CMSA

2003 Pay Rates of the Court Personnel System with 12.74% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	16,821	21,125	26,188	29,003	32,035	35,277	38,737	46,435	55,228	65,260	76,776	90,062	Number of Steps for Annual Increases
	02	16,997	21,346	26,461	29,306	32,369	35,645	39,142	46,920	55,804	65,940	77,576	91,000	
	03	17,173	21,567	26,734	29,608	32,702	36,013	39,547	47,405	56,380	66,621	78,377	91,938	
	04	17,348	21,788	27,007	29,910	33,036	36,380	39,952	47,890	56,956	67,302	79,177	92,876	
	05	17,524	22,009	27,280	30,212	33,370	36,748	40,356	48,374	57,532	67,983	79,978	93,814	
	06	17,700	22,230	27,553	30,514	33,704	37,115	40,761	48,859	58,108	68,664	80,778	94,752	
	07	17,876	22,451	27,825	30,816	34,037	37,483	41,166	49,344	58,685	69,345	81,579	95,690	
	08	18,052	22,672	28,098	31,118	34,371	37,850	41,571	49,829	59,261	70,026	82,379	96,628	
	09	18,228	22,893	28,371	31,421	34,705	38,218	41,975	50,314	59,837	70,707	83,180	97,566	
	10	18,404	23,114	28,644	31,723	35,038	38,585	42,380	50,798	60,413	71,388	83,980	98,504	
	11	18,580	23,335	28,917	32,025	35,372	38,953	42,785	51,283	60,989	72,069	84,780	99,442	
	12	18,755	23,556	29,190	32,327	35,706	39,320	43,190	51,768	61,565	72,750	85,581	100,380	
	13	18,931	23,777	29,462	32,629	36,040	39,688	43,594	52,253	62,141	73,431	86,381	101,318	
	14	19,107	23,998	29,735	32,931	36,373	40,055	43,999	52,738	62,717	74,112	87,182	102,256	
	15	19,283	24,219	30,008	33,233	36,707	40,423	44,404	53,222	63,293	74,793	87,982	103,194	
FULL PERFORMANCE RANGE	16	19,459	24,440	30,281	33,536	37,041	40,790	44,809	53,707	63,869	75,474	88,783	104,132	4
	17	19,635	24,661	30,554	33,838	37,374	41,158	45,213	54,192	64,446	76,155	89,583	105,070	
	18	19,811	24,882	30,826	34,140	37,708	41,526	45,618	54,677	65,022	76,836	90,384	106,008	
	19	19,987	25,103	31,099	34,442	38,042	41,893	46,023	55,161	65,598	77,517	91,184	106,946	
	20	20,162	25,324	31,372	34,744	38,376	42,261	46,427	55,646	66,174	78,198	91,985	107,884	
	21	20,338	25,545	31,645	35,046	38,709	42,628	46,832	56,131	66,750	78,879	92,785	108,822	
	22	20,514	25,766	31,918	35,348	39,043	42,996	47,237	56,616	67,326	79,559	93,585	109,760	
	23	20,690	25,987	32,191	35,651	39,377	43,363	47,642	57,101	67,902	80,240	94,386	110,698	
	24	20,866	26,208	32,463	35,953	39,710	43,731	48,046	57,585	68,478	80,921	95,186	111,636	
	25	21,042	26,429	32,736	36,255	40,044	44,098	48,451	58,070	69,054	81,602	95,987	112,574	
	26	21,218	26,649	33,009	36,557	40,378	44,466	48,856	58,555	69,630	82,283	96,787	113,512	
	27	21,394	26,870	33,282	36,859	40,712	44,833	49,261	59,040	70,207	82,964	97,588	114,450	
	28	21,569	27,091	33,555	37,161	41,045	45,201	49,665	59,524	70,783	83,645	98,388	115,388	
	29	21,745	27,312	33,828	37,464	41,379	45,568	50,070	60,009	71,359	84,326	99,189	116,326	
FULL PERFORMANCE RANGE	30	21,921	27,533	34,100	37,766	41,713	45,936	50,475	60,494	71,935	85,007	99,989	117,264	4
	31	22,097	27,754	34,373	38,068	42,046	46,303	50,880	60,979	72,511	85,688	100,790	118,202	
	32	22,273	27,975	34,646	38,370	42,380	46,671	51,284	61,464	73,087	86,369	101,590	119,140	
	33	22,449	28,196	34,919	38,672	42,714	47,039	51,689	61,948	73,663	87,050	102,390	120,078	
	34	22,625	28,417	35,192	38,974	43,048	47,406	52,094	62,433	74,239	87,731	103,191	121,016	
	35	22,801	28,638	35,465	39,276	43,381	47,774	52,499	62,918	74,815	88,412	103,991	121,954	
	36	22,976	28,859	35,737	39,579	43,715	48,141	52,903	63,403	75,391	89,093	104,792	122,892	
	37	23,152	29,080	36,010	39,881	44,049	48,509	53,308	63,888	75,968	89,774	105,592	123,830	
	38	23,328	29,301	36,283	40,183	44,382	48,876	53,713	64,372	76,544	90,455	106,393	124,768	
	39	23,504	29,522	36,556	40,485	44,716	49,244	54,117	64,857	77,120	91,136	107,193	125,706	
	40	23,680	29,743	36,829	40,787	45,050	49,611	54,522	65,342	77,696	91,817	107,994	126,644	
	41	23,856	29,964	37,102	41,089	45,383	49,979	54,927	65,827	78,272	92,498	108,794	127,582	
	42	24,032	30,185	37,374	41,391	45,717	50,346	55,332	66,311	78,848	93,178	109,595	128,520	
	43	24,208	30,406	37,647	41,694	46,051	50,714	55,736	66,796	79,424	93,859	110,395	129,458	
	44	24,383	30,627	37,920	41,996	46,385	51,081	56,141	67,281	80,000	94,540	111,195	130,396	
FULL PERFORMANCE RANGE	45	24,559	30,848	38,193	42,298	46,718	51,449	56,546	67,766	80,576	95,221	111,996	131,334	2
	46	24,735	31,069	38,466	42,600	47,052	51,816	56,951	68,251	81,153	95,902	112,796	132,272	
	47	24,911	31,290	38,739	42,902	47,386	52,184	57,355	68,735	81,729	96,583	113,597	133,210	
	48	25,087	31,511	39,011	43,204	47,719	52,551	57,760	69,220	82,305	97,264	114,397	134,148	
	49	25,263	31,732	39,284	43,506	48,053	52,919	58,165	69,705	82,881	97,945	115,198	135,086	
	50	25,439	31,953	39,557	43,809	48,387	53,287	58,570	70,190	83,457	98,626	115,998	136,024	
	51	25,615	32,174	39,830	44,111	48,721	53,654	58,974	70,674	84,033	99,307	116,799	136,962	
	52	25,790	32,395	40,103	44,413	49,054	54,022	59,379	71,159	84,609	99,988	117,599	137,900	
	53	25,966	32,616	40,376	44,715	49,388	54,389	59,784	71,644	85,185	100,669	118,400	138,838	
	54	26,142	32,837	40,648	45,017	49,722	54,757	60,189	72,129	85,761	101,350	119,200	139,776	
	55	26,318	33,058	40,921	45,319	50,055	55,124	60,593	72,614	86,337	102,031	120,000	140,714	
	56	26,494	33,279	41,194	45,621	50,389	55,492	60,998	73,098	86,914	102,712	120,801	141,652	
	57	26,670	33,500	41,467	45,924	50,723	55,859	61,403	73,583	87,490	103,393	121,601	142,590	
	58	26,846	33,721	41,740	46,226	51,057	56,227	61,807	74,068	88,066	104,074	122,402	143,528	
	59	27,022	33,942	42,013	46,528	51,390	56,594	62,212	74,553	88,642	104,755	123,202	144,466	
	60	27,197	34,162	42,285	46,830	51,724	56,962	62,617	75,037	89,218	105,436	124,003	145,404	
	61	27,373	34,383	42,558	47,132	52,058	57,329	63,022	75,522	89,794	106,117	124,803	146,342	

Table 81: ATLANTA, GA MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.85% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,676	26,831	30,041	30,894	32,810	36,132	Number of Steps for Annual Increase
	02	20,849	27,049	30,310	31,191	33,139	36,493	
	03	21,022	27,266	30,578	31,488	33,467	36,854	
	04	21,195	27,483	30,846	31,785	33,795	37,216	
	05	21,367	27,700	31,114	32,082	34,123	37,577	
	06	21,540	27,918	31,383	32,379	34,451	37,938	
	07	21,713	28,135	31,651	32,676	34,779	38,300	
	08	21,886	28,352	31,919	32,973	35,107	38,661	
	09	22,059	28,569	32,188	33,271	35,435	39,023	
	10	22,232	28,787	32,456	33,568	35,764	39,384	
	11	22,405	29,004	32,724	33,865	36,092	39,745	
	12	22,578	29,221	32,992	34,162	36,420	40,107	
	13	22,751	29,438	33,261	34,459	36,748	40,468	
	14	22,924	29,656	33,529	34,756	37,076	40,829	
	15	23,097	29,873	33,797	35,053	37,404	41,191	
	16	23,270	30,090	34,065	35,350	37,732	41,552	
	17	23,443	30,307	34,334	35,647	38,060	41,913	
	18	23,615	30,525	34,602	35,944	38,388	42,275	
	19	23,788	30,742	34,870	36,241	38,717	42,636	
	20	23,961	30,959	35,138	36,538	39,045	42,998	
FULL PERFORMANCE RANGE	21	24,134	31,177	35,407	36,835	39,373	43,359	4
	22	24,307	31,394	35,675	37,133	39,701	43,720	
	23	24,480	31,611	35,943	37,430	40,029	44,082	
	24	24,653	31,828	36,211	37,727	40,357	44,443	
	25	24,826	32,046	36,480	38,024	40,685	44,804	
	26	24,999	32,263	36,748	38,321	41,013	45,166	
	27	25,172	32,480	37,016	38,618	41,342	45,527	
	28	25,345	32,697	37,284	38,915	41,670	45,889	
	29	25,518	32,915	37,553	39,212	41,998	46,250	4
	30	25,691	33,132	37,821	39,509	42,326	46,611	
	31	25,864	33,349	38,089	39,806	42,654	46,973	
	32	26,036	33,566	38,357	40,103	42,982	47,334	
	33	26,209	33,784	38,626	40,400	43,310	47,695	4
	34	26,382	34,001	38,894	40,697	43,638	48,057	
	35	26,555	34,218	39,162	40,995	43,966	48,418	
	36	26,728	34,436	39,430	41,292	44,295	48,780	
	37	26,901	34,653	39,699	41,589	44,623	49,141	2
	38	27,074	34,870	39,967	41,886	44,951	49,502	
	39	27,247	35,087	40,235	42,183	45,279	49,864	2
	40	27,420	35,305	40,503	42,480	45,607	50,225	
	41	27,593	35,522	40,772	42,777	45,935	50,586	2
	42	27,766	35,739	41,040	43,074	46,263	50,948	
	43	27,939	35,956	41,308	43,371	46,591	51,309	2
	44	28,112	36,174	41,577	43,668	46,919	51,671	
	45	28,284	36,391	41,845	43,965	47,248	52,032	2
	46	28,457	36,608	42,113	44,262	47,576	52,393	
	47	28,630	36,825	42,381	44,559	47,904	52,755	2
	48	28,803	37,043	42,650	44,857	48,232	53,116	
	49	28,976	37,260	42,918	45,154	48,560	53,477	2
	50	29,149	37,477	43,186	45,451	48,888	53,839	
	51	29,322	37,695	43,454	45,748	49,216	54,200	2
	52	29,495	37,912	43,723	46,045	49,544	54,561	
	53	29,668	38,129	43,991	46,342	49,873	54,923	2
	54	29,841	38,346	44,259	46,639	50,201	55,284	
	55	30,014	38,564	44,527	46,936	50,529	55,646	1
	56	30,187	38,781	44,796	47,233	50,857	56,007	
	57	30,360	38,998	45,064	47,530	51,185	56,368	1
	58	30,533	39,215	45,332	47,827	51,513	56,730	
	59	30,705	39,433	45,600	48,124	51,841	57,091	1
	60	30,878	39,650	45,869	48,421	52,169	57,452	
	61	31,051	39,867	46,137	48,719	52,497	57,814	

Table 83: CHICAGO-GARY-KENOSHA, IL-IN-WI CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 16.15% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,664	28,114	31,478	32,371	34,379	37,859	Number of Steps for Annual Increase
	02	21,845	28,342	31,759	32,682	34,723	38,238	
	03	22,027	28,569	32,040	32,994	35,067	38,616	
	04	22,208	28,797	32,321	33,305	35,411	38,995	
	05	22,389	29,025	32,602	33,616	35,754	39,374	
	06	22,570	29,252	32,883	33,927	36,098	39,752	
	07	22,751	29,480	33,164	34,239	36,442	40,131	
	08	22,933	29,708	33,445	34,550	36,786	40,510	
	09	23,114	29,935	33,726	34,861	37,130	40,888	
	10	23,295	30,163	34,008	35,173	37,473	41,267	
	11	23,476	30,391	34,289	35,484	37,817	41,646	
	12	23,657	30,618	34,570	35,795	38,161	42,024	
	13	23,839	30,846	34,851	36,106	38,505	42,403	
	14	24,020	31,074	35,132	36,418	38,849	42,782	
	15	24,201	31,301	35,413	36,729	39,192	43,160	
	16	24,382	31,529	35,694	37,040	39,536	43,539	
	17	24,563	31,757	35,975	37,352	39,880	43,917	
	18	24,745	31,984	36,256	37,663	40,224	44,296	
	19	24,926	32,212	36,537	37,974	40,568	44,675	
	20	25,107	32,440	36,818	38,285	40,912	45,053	
FULL PERFORMANCE RANGE	21	25,288	32,667	37,099	38,597	41,255	45,432	4
	22	25,469	32,895	37,381	38,908	41,599	45,811	
	23	25,651	33,122	37,662	39,219	41,943	46,189	
	24	25,832	33,350	37,943	39,530	42,287	46,568	
	25	26,013	33,578	38,224	39,842	42,631	46,947	4
	26	26,194	33,805	38,505	40,153	42,974	47,325	
	27	26,375	34,033	38,786	40,464	43,318	47,704	
	28	26,557	34,261	39,067	40,776	43,662	48,083	
	29	26,738	34,488	39,348	41,087	44,006	48,461	4
	30	26,919	34,716	39,629	41,398	44,350	48,840	
	31	27,100	34,944	39,910	41,709	44,693	49,219	
	32	27,281	35,171	40,191	42,021	45,037	49,597	
	33	27,463	35,399	40,472	42,332	45,381	49,976	4
	34	27,644	35,627	40,754	42,643	45,725	50,355	
	35	27,825	35,854	41,035	42,955	46,069	50,733	
	36	28,006	36,082	41,316	43,266	46,412	51,112	
	37	28,187	36,310	41,597	43,577	46,756	51,490	2
	38	28,368	36,537	41,878	43,888	47,100	51,869	
	39	28,550	36,765	42,159	44,200	47,444	52,248	2
	40	28,731	36,993	42,440	44,511	47,788	52,626	
	41	28,912	37,220	42,721	44,822	48,131	53,005	2
	42	29,093	37,448	43,002	45,134	48,475	53,384	
	43	29,274	37,676	43,283	45,445	48,819	53,762	2
	44	29,456	37,903	43,564	45,756	49,163	54,141	
	45	29,637	38,131	43,845	46,067	49,507	54,520	2
	46	29,818	38,359	44,127	46,379	49,850	54,898	
	47	29,999	38,586	44,408	46,690	50,194	55,277	2
	48	30,180	38,814	44,689	47,001	50,538	55,656	
	49	30,362	39,041	44,970	47,313	50,882	56,034	2
	50	30,543	39,269	45,251	47,624	51,226	56,413	
	51	30,724	39,497	45,532	47,935	51,569	56,792	2
	52	30,905	39,724	45,813	48,246	51,913	57,170	
	53	31,086	39,952	46,094	48,558	52,257	57,549	2
	54	31,268	40,180	46,375	48,869	52,601	57,927	
	55	31,449	40,407	46,656	49,180	52,945	58,306	1
	56	31,630	40,635	46,937	49,492	53,288	58,685	
	57	31,811	40,863	47,218	49,803	53,632	59,063	1
	58	31,992	41,090	47,500	50,114	53,976	59,442	
	59	32,174	41,318	47,781	50,425	54,320	59,821	1
	60	32,355	41,546	48,062	50,737	54,664	60,199	
	61	32,536	41,773	48,343	51,048	55,007	60,578	

Table 84: CINCINNATI-HAMILTON, OH-KY-IN CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 13.44% Locality Pay Differential**

		CLASSIFICATION LEVEL						
STEP		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,159	27,458	30,743	31,616	33,577	36,976	Number of Steps for Annual Increase
	02	21,336	27,680	31,018	31,920	33,913	37,346	
	03	21,513	27,903	31,292	32,224	34,249	37,715	
	04	21,690	28,125	31,567	32,528	34,584	38,085	
	05	21,867	28,348	31,841	32,832	34,920	38,455	
	06	22,044	28,570	32,116	33,136	35,256	38,825	
	07	22,221	28,792	32,391	33,440	35,592	39,195	
	08	22,398	29,015	32,665	33,744	35,928	39,564	
	09	22,575	29,237	32,940	34,048	36,263	39,934	
	10	22,752	29,459	33,214	34,352	36,599	40,304	
	11	22,928	29,682	33,489	34,656	36,935	40,674	
	12	23,105	29,904	33,763	34,960	37,271	41,044	
	13	23,282	30,126	34,038	35,264	37,606	41,414	
	14	23,459	30,349	34,312	35,568	37,942	41,783	
	15	23,636	30,571	34,587	35,872	38,278	42,153	
	16	23,813	30,793	34,861	36,176	38,614	42,523	
	17	23,990	31,016	35,136	36,480	38,950	42,893	
	18	24,167	31,238	35,410	36,784	39,285	43,263	
	19	24,344	31,460	35,685	37,088	39,621	43,632	
	20	24,521	31,683	35,959	37,392	39,957	44,002	
FULL PERFORMANCE RANGE	21	24,698	31,905	36,234	37,696	40,293	44,372	4
	22	24,875	32,127	36,508	38,000	40,629	44,742	
	23	25,052	32,350	36,783	38,304	40,964	45,112	
	24	25,229	32,572	37,057	38,608	41,300	45,481	
	25	25,406	32,794	37,332	38,912	41,636	45,851	
	26	25,583	33,017	37,606	39,216	41,972	46,221	
	27	25,760	33,239	37,881	39,520	42,307	46,591	
	28	25,937	33,461	38,156	39,824	42,643	46,961	
	29	26,114	33,684	38,430	40,128	42,979	47,331	
	30	26,291	33,906	38,705	40,432	43,315	47,700	
	31	26,468	34,128	38,979	40,736	43,651	48,070	
	32	26,645	34,351	39,254	41,040	43,986	48,440	
	33	26,822	34,573	39,528	41,344	44,322	48,810	
	34	26,999	34,795	39,803	41,648	44,658	49,180	
	35	27,176	35,018	40,077	41,952	44,994	49,549	
	36	27,353	35,240	40,352	42,256	45,329	49,919	
	37	27,530	35,462	40,626	42,560	45,665	50,289	
	38	27,707	35,685	40,901	42,864	46,001	50,659	
	39	27,884	35,907	41,175	43,168	46,337	51,029	
	40	28,061	36,130	41,450	43,472	46,673	51,399	
	41	28,237	36,352	41,724	43,776	47,008	51,768	
42	28,414	36,574	41,999	44,081	47,344	52,138		
43	28,591	36,797	42,273	44,385	47,680	52,508		
44	28,768	37,019	42,548	44,689	48,016	52,878		
45	28,945	37,241	42,822	44,993	48,352	53,248		
46	29,122	37,464	43,097	45,297	48,687	53,617		
47	29,299	37,686	43,372	45,601	49,023	53,987		
48	29,476	37,908	43,646	45,905	49,359	54,357		
49	29,653	38,131	43,921	46,209	49,695	54,727		
50	29,830	38,353	44,195	46,513	50,030	55,097		
51	30,007	38,575	44,470	46,817	50,366	55,466		
52	30,184	38,798	44,744	47,121	50,702	55,836		
53	30,361	39,020	45,019	47,425	51,038	56,206		
54	30,538	39,242	45,293	47,729	51,374	56,576		
55	30,715	39,465	45,568	48,033	51,709	56,946		
56	30,892	39,687	45,842	48,337	52,045	57,316		
57	31,069	39,909	46,117	48,641	52,381	57,685		
58	31,246	40,132	46,391	48,945	52,717	58,055		
59	31,423	40,354	46,666	49,249	53,052	58,425		
60	31,600	40,576	46,940	49,553	53,388	58,795		
61	31,777	40,799	47,215	49,857	53,724	59,165		

Table 85: CLEVELAND-AKRON, OH CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 11.50% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,797	26,989	30,218	31,075	33,003	36,343	Number of Steps for Annual Increase 4 4 4 2 2 2 2 2 2 2 2 1 1 1 1 1
	02	20,971	27,207	30,487	31,374	33,333	36,707	
	03	21,145	27,426	30,757	31,673	33,663	37,070	
	04	21,319	27,644	31,027	31,972	33,993	37,434	
	05	21,493	27,863	31,297	32,270	34,323	37,797	
	06	21,667	28,081	31,567	32,569	34,653	38,161	
	07	21,841	28,300	31,837	32,868	34,983	38,524	
	08	22,015	28,518	32,106	33,167	35,313	38,888	
	09	22,189	28,737	32,376	33,466	35,643	39,251	
	10	22,362	28,955	32,646	33,764	35,973	39,615	
	11	22,536	29,174	32,916	34,063	36,303	39,978	
	12	22,710	29,393	33,186	34,362	36,633	40,342	
	13	22,884	29,611	33,456	34,661	36,963	40,705	
	14	23,058	29,830	33,725	34,960	37,293	41,069	
	15	23,232	30,048	33,995	35,259	37,623	41,432	
	16	23,406	30,267	34,265	35,557	37,953	41,796	
	17	23,580	30,485	34,535	35,856	38,284	42,159	
	18	23,754	30,704	34,805	36,155	38,614	42,523	
	19	23,928	30,922	35,075	36,454	38,944	42,886	
	20	24,102	31,141	35,344	36,753	39,274	43,250	
FULL PERFORMANCE RANGE	21	24,276	31,359	35,614	37,051	39,604	43,613	4 4 4 2 2 2 2 2 2 2 2 2 2 1 1 1 1 1
	22	24,450	31,578	35,884	37,350	39,934	43,977	
	23	24,624	31,796	36,154	37,649	40,264	44,340	
	24	24,798	32,015	36,424	37,948	40,594	44,704	
	25	24,972	32,234	36,694	38,247	40,924	45,067	
	26	25,145	32,452	36,963	38,546	41,254	45,431	
	27	25,319	32,671	37,233	38,844	41,584	45,794	
	28	25,493	32,889	37,503	39,143	41,914	46,158	
	29	25,667	33,108	37,773	39,442	42,244	46,521	
	30	25,841	33,326	38,043	39,741	42,574	46,885	
	31	26,015	33,545	38,313	40,040	42,904	47,248	
	32	26,189	33,763	38,582	40,338	43,234	47,612	
	33	26,363	33,982	38,852	40,637	43,564	47,975	
	34	26,537	34,200	39,122	40,936	43,894	48,339	
	35	26,711	34,419	39,392	41,235	44,224	48,702	
	36	26,885	34,637	39,662	41,534	44,554	49,066	
	37	27,059	34,856	39,931	41,833	44,884	49,429	
	38	27,233	35,075	40,201	42,131	45,214	49,793	
	39	27,407	35,293	40,471	42,430	45,544	50,156	
	40	27,581	35,512	40,741	42,729	45,874	50,520	
	41	27,755	35,730	41,011	43,028	46,204	50,883	
	42	27,929	35,949	41,281	43,327	46,535	51,247	
	43	28,102	36,167	41,550	43,625	46,865	51,610	
	44	28,276	36,386	41,820	43,924	47,195	51,973	
	45	28,450	36,604	42,090	44,223	47,525	52,337	
	46	28,624	36,823	42,360	44,522	47,855	52,700	
	47	28,798	37,041	42,630	44,821	48,185	53,064	
	48	28,972	37,260	42,900	45,120	48,515	53,427	
	49	29,146	37,478	43,169	45,418	48,845	53,791	
	50	29,320	37,697	43,439	45,717	49,175	54,154	
	51	29,494	37,916	43,709	46,016	49,505	54,518	
	52	29,668	38,134	43,979	46,315	49,835	54,881	
	53	29,842	38,353	44,249	46,614	50,165	55,245	
	54	30,016	38,571	44,519	46,913	50,495	55,608	
	55	30,190	38,790	44,788	47,211	50,825	55,972	
	56	30,364	39,008	45,058	47,510	51,155	56,335	
	57	30,538	39,227	45,328	47,809	51,485	56,699	
	58	30,712	39,445	45,598	48,108	51,815	57,062	
	59	30,886	39,664	45,868	48,407	52,145	57,426	
	60	31,059	39,882	46,138	48,705	52,475	57,789	
	61	31,233	40,101	46,407	49,004	52,805	58,153	

Table B1: COLUMBUS, OH MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 11.78% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,849	27,056	30,293	31,153	33,086	36,435	Number of Steps for Annual Increase
	02	21,024	27,275	30,564	31,453	33,417	36,799	
	03	21,198	27,495	30,835	31,752	33,747	37,163	
	04	21,372	27,714	31,105	32,052	34,078	37,528	
	05	21,547	27,933	31,376	32,351	34,409	37,892	
	06	21,721	28,152	31,646	32,651	34,740	38,257	
	07	21,895	28,371	31,917	32,951	35,071	38,621	
	08	22,070	28,590	32,187	33,250	35,402	38,986	
	09	22,244	28,809	32,458	33,550	35,733	39,350	
	10	22,419	29,028	32,728	33,849	36,064	39,714	
	11	22,593	29,247	32,999	34,149	36,394	40,079	
	12	22,767	29,466	33,269	34,448	36,725	40,443	
	13	22,942	29,685	33,540	34,748	37,056	40,808	
	14	23,116	29,905	33,810	35,048	37,387	41,172	
	15	23,290	30,124	34,081	35,347	37,718	41,536	
	16	23,465	30,343	34,351	35,647	38,049	41,901	
	17	23,639	30,562	34,622	35,946	38,380	42,265	
	18	23,814	30,781	34,892	36,246	38,711	42,630	
	19	23,988	31,000	35,163	36,545	39,041	42,994	
	20	24,162	31,219	35,433	36,845	39,372	43,358	
FULL PERFORMANCE RANGE	21	24,337	31,438	35,704	37,144	39,703	43,723	4
	22	24,511	31,657	35,974	37,444	40,034	44,087	
	23	24,685	31,876	36,245	37,744	40,365	44,452	
	24	24,860	32,095	36,515	38,043	40,696	44,816	
	25	25,034	32,314	36,786	38,343	41,027	45,180	4
	26	25,209	32,534	37,056	38,642	41,357	45,545	
	27	25,383	32,753	37,327	38,942	41,688	45,909	
	28	25,557	32,972	37,597	39,241	42,019	46,274	
	29	25,732	33,191	37,868	39,541	42,350	46,638	4
	30	25,906	33,410	38,138	39,841	42,681	47,002	
	31	26,081	33,629	38,409	40,140	43,012	47,367	
	32	26,255	33,848	38,679	40,440	43,343	47,731	
	33	26,429	34,067	38,950	40,739	43,674	48,096	4
	34	26,604	34,286	39,220	41,039	44,004	48,460	
	35	26,778	34,505	39,491	41,338	44,335	48,824	
	36	26,952	34,724	39,761	41,638	44,666	49,189	
	37	27,127	34,944	40,032	41,938	44,997	49,553	2
	38	27,301	35,163	40,302	42,237	45,328	49,918	
	39	27,476	35,382	40,573	42,537	45,659	50,282	2
	40	27,650	35,601	40,843	42,836	45,990	50,646	
	41	27,824	35,820	41,114	43,136	46,321	51,011	2
	42	27,999	36,039	41,384	43,435	46,651	51,375	
	43	28,173	36,258	41,655	43,735	46,982	51,740	2
	44	28,347	36,477	41,925	44,035	47,313	52,104	
	45	28,522	36,696	42,196	44,334	47,644	52,468	2
	46	28,696	36,915	42,466	44,634	47,975	52,833	
	47	28,871	37,134	42,737	44,933	48,306	53,197	2
	48	29,045	37,354	43,007	45,233	48,637	53,562	
	49	29,219	37,573	43,278	45,532	48,967	53,926	2
	50	29,394	37,792	43,548	45,832	49,298	54,290	
	51	29,568	38,011	43,819	46,132	49,629	54,655	2
	52	29,742	38,230	44,089	46,431	49,960	55,019	
	53	29,917	38,449	44,360	46,731	50,291	55,384	2
	54	30,091	38,668	44,630	47,030	50,622	55,748	
	55	30,266	38,887	44,901	47,330	50,953	56,112	1
	56	30,440	39,106	45,171	47,629	51,284	56,477	
	57	30,614	39,325	45,442	47,929	51,614	56,841	1
	58	30,789	39,544	45,712	48,229	51,945	57,206	
	59	30,963	39,763	45,983	48,528	52,276	57,570	1
	60	31,137	39,983	46,253	48,828	52,607	57,934	
	61	31,312	40,202	46,524	49,127	52,938	58,299	

Table 86: DALLAS-FORT WORTH, TX CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 12.10% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,909	27,134	30,380	31,242	33,180	36,539	Number of Steps for Annual Increase
	02	21,084	27,354	30,652	31,543	33,512	36,904	
	03	21,259	27,573	30,923	31,843	33,844	37,270	
	04	21,434	27,793	31,194	32,144	34,176	37,635	
	05	21,608	28,013	31,465	32,444	34,508	38,001	
	06	21,783	28,232	31,737	32,744	34,840	38,366	
	07	21,958	28,452	32,008	33,045	35,171	38,732	
	08	22,133	28,672	32,279	33,345	35,503	39,097	
	09	22,308	28,892	32,550	33,646	35,835	39,463	
	10	22,483	29,111	32,822	33,946	36,167	39,828	
	11	22,658	29,331	33,093	34,247	36,499	40,193	
	12	22,833	29,551	33,364	34,547	36,830	40,559	
	13	23,007	29,770	33,636	34,847	37,162	40,924	
	14	23,182	29,990	33,907	35,148	37,494	41,290	
	15	23,357	30,210	34,178	35,448	37,826	41,655	
	16	23,532	30,430	34,449	35,749	38,158	42,021	
	17	23,707	30,649	34,721	36,049	38,490	42,386	
	18	23,882	30,869	34,992	36,350	38,821	42,752	
	19	24,057	31,089	35,263	36,650	39,153	43,117	
	20	24,232	31,308	35,535	36,950	39,485	43,482	
FULL PERFORMANCE RANGE	21	24,406	31,528	35,806	37,251	39,817	43,848	4
	22	24,581	31,748	36,077	37,551	40,149	44,213	
	23	24,756	31,968	36,348	37,852	40,480	44,579	
	24	24,931	32,187	36,620	38,152	40,812	44,944	
	25	25,106	32,407	36,891	38,453	41,144	45,310	4
	26	25,281	32,627	37,162	38,753	41,476	45,675	
	27	25,456	32,846	37,434	39,053	41,808	46,041	
	28	25,631	33,066	37,705	39,354	42,140	46,406	
	29	25,805	33,286	37,976	39,654	42,471	46,771	4
	30	25,980	33,506	38,247	39,955	42,803	47,137	
	31	26,155	33,725	38,519	40,255	43,135	47,502	
	32	26,330	33,945	38,790	40,556	43,467	47,868	
	33	26,505	34,165	39,061	40,856	43,799	48,233	4
	34	26,680	34,384	39,333	41,156	44,130	48,599	
	35	26,855	34,604	39,604	41,457	44,462	48,964	
	36	27,030	34,824	39,875	41,757	44,794	49,330	
	37	27,204	35,044	40,146	42,058	45,126	49,695	2
	38	27,379	35,263	40,418	42,358	45,458	50,060	
	39	27,554	35,483	40,689	42,659	45,789	50,426	2
	40	27,729	35,703	40,960	42,959	46,121	50,791	
	41	27,904	35,922	41,232	43,259	46,453	51,157	2
	42	28,079	36,142	41,503	43,560	46,785	51,522	
	43	28,254	36,362	41,774	43,860	47,117	51,888	2
	44	28,429	36,582	42,045	44,161	47,449	52,253	
	45	28,603	36,801	42,317	44,461	47,780	52,619	2
	46	28,778	37,021	42,588	44,762	48,112	52,984	
	47	28,953	37,241	42,859	45,062	48,444	53,350	2
	48	29,128	37,460	43,130	45,362	48,776	53,715	
	49	29,303	37,680	43,402	45,663	49,108	54,080	2
	50	29,478	37,900	43,673	45,963	49,439	54,446	
	51	29,653	38,120	43,944	46,264	49,771	54,811	2
	52	29,828	38,339	44,216	46,564	50,103	55,177	
	53	30,002	38,559	44,487	46,865	50,435	55,542	2
	54	30,177	38,779	44,758	47,165	50,767	55,908	
	55	30,352	38,998	45,029	47,465	51,099	56,273	1
	56	30,527	39,218	45,301	47,766	51,430	56,639	
	57	30,702	39,438	45,572	48,066	51,762	57,004	1
	58	30,877	39,658	45,843	48,367	52,094	57,369	
	59	31,052	39,877	46,115	48,667	52,426	57,735	1
	60	31,227	40,097	46,386	48,968	52,758	58,100	
	61	31,401	40,317	46,657	49,268	53,089	58,466	

Table 87: DAYTON-SPRINGFIELD, OH MSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.67% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,642	26,788	29,993	30,844	32,757	36,073	Number of Steps for Annual Increase
	02	20,815	27,005	30,260	31,140	33,085	36,434	
	03	20,987	27,221	30,528	31,437	33,412	36,794	
	04	21,160	27,438	30,796	31,734	33,740	37,155	
	05	21,333	27,655	31,064	32,030	34,068	37,516	
	06	21,505	27,872	31,332	32,327	34,395	37,877	
	07	21,678	28,089	31,600	32,623	34,723	38,238	
	08	21,851	28,306	31,867	32,920	35,050	38,598	
	09	22,023	28,523	32,135	33,216	35,378	38,959	
	10	22,196	28,740	32,403	33,513	35,705	39,320	
	11	22,369	28,957	32,671	33,810	36,033	39,681	
	12	22,541	29,174	32,939	34,106	36,361	40,042	
	13	22,714	29,391	33,207	34,403	36,688	40,402	
	14	22,887	29,608	33,474	34,699	37,016	40,763	
	15	23,059	29,824	33,742	34,996	37,343	41,124	
	16	23,232	30,041	34,010	35,293	37,671	41,485	
	17	23,404	30,258	34,278	35,589	37,999	41,845	
	18	23,577	30,475	34,546	35,886	38,326	42,206	
	19	23,750	30,692	34,813	36,182	38,654	42,567	
	20	23,922	30,909	35,081	36,479	38,981	42,928	
FULL PERFORMANCE RANGE	21	24,095	31,126	35,349	36,776	39,309	43,289	4
	22	24,268	31,343	35,617	37,072	39,636	43,649	
	23	24,440	31,560	35,885	37,369	39,964	44,010	
	24	24,613	31,777	36,153	37,665	40,292	44,371	
	25	24,786	31,994	36,420	37,962	40,619	44,732	
	26	24,958	32,211	36,688	38,259	40,947	45,092	4
	27	25,131	32,427	36,956	38,555	41,274	45,453	
	28	25,304	32,644	37,224	38,852	41,602	45,814	
	29	25,476	32,861	37,492	39,148	41,930	46,175	
	30	25,649	33,078	37,759	39,445	42,257	46,536	
	31	25,822	33,295	38,027	39,742	42,585	46,896	4
	32	25,994	33,512	38,295	40,038	42,912	47,257	
	33	26,167	33,729	38,563	40,335	43,240	47,618	
	34	26,339	33,946	38,831	40,631	43,567	47,979	
	35	26,512	34,163	39,099	40,928	43,895	48,340	
	36	26,685	34,380	39,366	41,225	44,223	48,700	2
	37	26,857	34,597	39,634	41,521	44,550	49,061	
	38	27,030	34,813	39,902	41,818	44,878	49,422	
	39	27,203	35,030	40,170	42,114	45,205	49,783	
	40	27,375	35,247	40,438	42,411	45,533	50,143	
	41	27,548	35,464	40,706	42,708	45,861	50,504	2
	42	27,721	35,681	40,973	43,004	46,188	50,865	
	43	27,893	35,898	41,241	43,301	46,516	51,226	
	44	28,066	36,115	41,509	43,597	46,843	51,587	
	45	28,239	36,332	41,777	43,894	47,171	51,947	
	46	28,411	36,549	42,045	44,191	47,498	52,308	2
	47	28,584	36,766	42,312	44,487	47,826	52,669	
	48	28,756	36,983	42,580	44,784	48,154	53,030	
	49	28,929	37,200	42,848	45,080	48,481	53,391	
	50	29,102	37,416	43,116	45,377	48,809	53,751	
	51	29,274	37,633	43,384	45,674	49,136	54,112	2
	52	29,447	37,850	43,652	45,970	49,464	54,473	
	53	29,620	38,067	43,919	46,267	49,792	54,834	
	54	29,792	38,284	44,187	46,563	50,119	55,194	
	55	29,965	38,501	44,455	46,860	50,447	55,555	
	56	30,138	38,718	44,723	47,156	50,774	55,916	1
	57	30,310	38,935	44,991	47,453	51,102	56,277	
	58	30,483	39,152	45,258	47,750	51,429	56,638	
	59	30,656	39,369	45,526	48,046	51,757	56,998	
	60	30,828	39,586	45,794	48,343	52,085	57,359	
	61	31,001	39,802	46,062	48,639	52,412	57,720	

Table 88: DENVER-BOULDER-GREELEY, CO CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 14.77% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,407	27,780	31,104	31,986	33,971	37,409	Number of Steps for Annual Increase 4 4 4 2 2 2 2 2 2 2 2 1 1 1 1 1
	02	21,586	28,005	31,382	32,294	34,310	37,783	
	03	21,765	28,230	31,659	32,602	34,650	38,158	
	04	21,944	28,455	31,937	32,909	34,990	38,532	
	05	22,123	28,680	32,215	33,217	35,330	38,906	
	06	22,302	28,905	32,493	33,524	35,669	39,280	
	07	22,481	29,130	32,770	33,832	36,009	39,654	
	08	22,660	29,355	33,048	34,139	36,349	40,028	
	09	22,839	29,580	33,326	34,447	36,689	40,402	
	10	23,018	29,805	33,604	34,755	37,028	40,777	
	11	23,197	30,030	33,881	35,062	37,368	41,151	
	12	23,376	30,255	34,159	35,370	37,708	41,525	
	13	23,555	30,479	34,437	35,677	38,047	41,899	
	14	23,734	30,704	34,714	35,985	38,387	42,273	
	15	23,913	30,929	34,992	36,293	38,727	42,647	
	16	24,093	31,154	35,270	36,600	39,067	43,022	
	17	24,272	31,379	35,548	36,908	39,406	43,396	
	18	24,451	31,604	35,825	37,215	39,746	43,770	
	19	24,630	31,829	36,103	37,523	40,086	44,144	
	20	24,809	32,054	36,381	37,830	40,425	44,518	
FULL PERFORMANCE RANGE	21	24,988	32,279	36,659	38,138	40,765	44,892	
	22	25,167	32,504	36,936	38,446	41,105	45,266	
	23	25,346	32,729	37,214	38,753	41,445	45,641	
	24	25,525	32,954	37,492	39,061	41,784	46,015	
	25	25,704	33,179	37,770	39,368	42,124	46,389	
	26	25,883	33,404	38,047	39,676	42,464	46,763	
	27	26,062	33,629	38,325	39,984	42,803	47,137	
	28	26,241	33,854	38,603	40,291	43,143	47,511	
	29	26,420	34,079	38,881	40,599	43,483	47,885	
	30	26,599	34,304	39,158	40,906	43,823	48,260	
	31	26,778	34,529	39,436	41,214	44,162	48,634	
	32	26,957	34,754	39,714	41,521	44,502	49,008	
	33	27,136	34,978	39,992	41,829	44,842	49,382	
	34	27,315	35,203	40,269	42,137	45,182	49,756	
	35	27,494	35,428	40,547	42,444	45,521	50,130	
	36	27,673	35,653	40,825	42,752	45,861	50,505	
	37	27,852	35,878	41,103	43,059	46,201	50,879	
	38	28,031	36,103	41,380	43,367	46,540	51,253	
	39	28,210	36,328	41,658	43,675	46,880	51,627	
	40	28,390	36,553	41,936	43,982	47,220	52,001	
	41	28,569	36,778	42,214	44,290	47,560	52,375	
	42	28,748	37,003	42,491	44,597	47,899	52,749	
	43	28,927	37,228	42,769	44,905	48,239	53,124	
	44	29,106	37,453	43,047	45,212	48,579	53,498	
	45	29,285	37,678	43,325	45,520	48,918	53,872	
	46	29,464	37,903	43,602	45,828	49,258	54,246	
	47	29,643	38,128	43,880	46,135	49,598	54,620	
	48	29,822	38,353	44,158	46,443	49,938	54,994	
	49	30,001	38,578	44,436	46,750	50,277	55,368	
	50	30,180	38,803	44,713	47,058	50,617	55,743	
	51	30,359	39,028	44,991	47,366	50,957	56,117	
	52	30,538	39,252	45,269	47,673	51,296	56,491	
	53	30,717	39,477	45,546	47,981	51,636	56,865	
	54	30,896	39,702	45,824	48,288	51,976	57,239	
	55	31,075	39,927	46,102	48,596	52,316	57,613	
	56	31,254	40,152	46,380	48,903	52,655	57,988	
	57	31,433	40,377	46,657	49,211	52,995	58,362	
	58	31,612	40,602	46,935	49,519	53,335	58,736	
	59	31,791	40,827	47,213	49,826	53,674	59,110	
	60	31,970	41,052	47,491	50,134	54,014	59,484	
	61	32,149	41,277	47,768	50,441	54,354	59,858	

Table 89: DETROIT-ANN ARBOR-FLINT, MI CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 16.27% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,687	28,143	31,510	32,404	34,415	37,898	Number of Steps for Annual Increase 4
	02	21,868	28,371	31,792	32,716	34,759	38,277	
	03	22,049	28,599	32,073	33,028	35,103	38,656	
	04	22,231	28,827	32,354	33,339	35,447	39,035	
	05	22,412	29,055	32,636	33,651	35,791	39,414	
	06	22,594	29,283	32,917	33,962	36,136	39,793	
	07	22,775	29,510	33,199	34,274	36,480	40,172	
	08	22,956	29,738	33,480	34,586	36,824	40,551	
	09	23,138	29,966	33,761	34,897	37,168	40,931	
	10	23,319	30,194	34,043	35,209	37,512	41,310	
	11	23,500	30,422	34,324	35,520	37,856	41,689	
	12	23,682	30,650	34,605	35,832	38,201	42,068	
	13	23,863	30,878	34,887	36,144	38,545	42,447	
	14	24,045	31,106	35,168	36,455	38,889	42,826	
	15	24,226	31,334	35,450	36,767	39,233	43,205	
	16	24,407	31,561	35,731	37,079	39,577	43,584	
	17	24,589	31,789	36,012	37,390	39,921	43,963	
	18	24,770	32,017	36,294	37,702	40,265	44,342	
	19	24,952	32,245	36,575	38,013	40,610	44,721	
	20	25,133	32,473	36,856	38,325	40,954	45,100	
FULL PERFORMANCE RANGE	21	25,314	32,701	37,138	38,637	41,298	45,479	4
	22	25,496	32,929	37,419	38,948	41,642	45,858	
	23	25,677	33,157	37,701	39,260	41,986	46,237	
	24	25,858	33,385	37,982	39,571	42,330	46,616	
	25	26,040	33,612	38,263	39,883	42,675	46,995	
	26	26,221	33,840	38,545	40,195	43,019	47,374	
	27	26,403	34,068	38,826	40,506	43,363	47,753	
	28	26,584	34,296	39,107	40,818	43,707	48,132	
	29	26,765	34,524	39,389	41,129	44,051	48,511	
	30	26,947	34,752	39,670	41,441	44,395	48,890	
	31	27,128	34,980	39,952	41,753	44,740	49,269	
	32	27,309	35,208	40,233	42,064	45,084	49,648	
	33	27,491	35,436	40,514	42,376	45,428	50,027	
	34	27,672	35,663	40,796	42,687	45,772	50,407	
	35	27,854	35,891	41,077	42,999	46,116	50,786	
	36	28,035	36,119	41,358	43,311	46,460	51,165	
	37	28,216	36,347	41,640	43,622	46,804	51,544	
	38	28,398	36,575	41,921	43,934	47,149	51,923	
	39	28,579	36,803	42,203	44,245	47,493	52,302	
	40	28,761	37,031	42,484	44,557	47,837	52,681	
	41	28,942	37,259	42,765	44,869	48,181	53,060	
	42	29,123	37,487	43,047	45,180	48,525	53,439	
	43	29,305	37,714	43,328	45,492	48,869	53,818	2
	44	29,486	37,942	43,609	45,803	49,214	54,197	
	45	29,667	38,170	43,891	46,115	49,558	54,576	
	46	29,849	38,398	44,172	46,427	49,902	54,955	
	47	30,030	38,626	44,454	46,738	50,246	55,334	
	48	30,212	38,854	44,735	47,050	50,590	55,713	
	49	30,393	39,082	45,016	47,361	50,934	56,092	
	50	30,574	39,310	45,298	47,673	51,279	56,471	
	51	30,756	39,538	45,579	47,985	51,623	56,850	
	52	30,937	39,766	45,860	48,296	51,967	57,229	
	53	31,119	39,993	46,142	48,608	52,311	57,608	
	54	31,300	40,221	46,423	48,919	52,655	57,987	
	55	31,481	40,449	46,704	49,231	52,999	58,366	
	56	31,663	40,677	46,986	49,543	53,344	58,745	
	57	31,844	40,905	47,267	49,854	53,688	59,124	
	58	32,025	41,133	47,549	50,166	54,032	59,503	
	59	32,207	41,361	47,830	50,477	54,376	59,883	
	60	32,388	41,589	48,111	50,789	54,720	60,262	
	61	32,570	41,817	48,393	51,101	55,064	60,641	

Table B9: HARTFORD, CT MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 15.56% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,554	27,971	31,318	32,207	34,205	37,667	Number of Steps for Annual Increase
	02	21,735	28,198	31,598	32,516	34,547	38,044	
	03	21,915	28,424	31,877	32,826	34,889	38,420	
	04	22,095	28,651	32,157	33,136	35,231	38,797	
	05	22,275	28,877	32,437	33,445	35,573	39,174	
	06	22,456	29,104	32,716	33,755	35,915	39,550	
	07	22,636	29,330	32,996	34,065	36,257	39,927	
	08	22,816	29,557	33,276	34,374	36,599	40,304	
	09	22,996	29,783	33,555	34,684	36,941	40,681	
	10	23,177	30,010	33,835	34,994	37,283	41,057	
	11	23,357	30,236	34,114	35,304	37,625	41,434	
	12	23,537	30,463	34,394	35,613	37,967	41,811	
	13	23,718	30,689	34,674	35,923	38,309	42,187	
	14	23,898	30,916	34,953	36,233	38,651	42,564	
	15	24,078	31,142	35,233	36,542	38,993	42,941	
	16	24,258	31,369	35,513	36,852	39,335	43,318	
	17	24,439	31,595	35,792	37,162	39,678	43,694	
	18	24,619	31,822	36,072	37,471	40,020	44,071	
	19	24,799	32,048	36,352	37,781	40,362	44,448	
	20	24,979	32,275	36,631	38,091	40,704	44,825	
FULL PERFORMANCE RANGE	21	25,160	32,501	36,911	38,401	41,046	45,201	4
	22	25,340	32,728	37,191	38,710	41,388	45,578	
	23	25,520	32,954	37,470	39,020	41,730	45,955	
	24	25,701	33,181	37,750	39,330	42,072	46,331	
	25	25,881	33,407	38,030	39,639	42,414	46,708	4
	26	26,061	33,634	38,309	39,949	42,756	47,085	
	27	26,241	33,860	38,589	40,259	43,098	47,462	
	28	26,422	34,087	38,869	40,568	43,440	47,838	
	29	26,602	34,313	39,148	40,878	43,782	48,215	4
	30	26,782	34,540	39,428	41,188	44,124	48,592	
	31	26,962	34,766	39,708	41,498	44,466	48,969	
	32	27,143	34,993	39,987	41,807	44,808	49,345	
	33	27,323	35,219	40,267	42,117	45,150	49,722	4
	34	27,503	35,446	40,547	42,427	45,493	50,099	
	35	27,684	35,672	40,826	42,736	45,835	50,475	
	36	27,864	35,899	41,106	43,046	46,177	50,852	
	37	28,044	36,125	41,386	43,356	46,519	51,229	2
	38	28,224	36,352	41,665	43,666	46,861	51,606	
	39	28,405	36,578	41,945	43,975	47,203	51,982	2
	40	28,585	36,805	42,224	44,285	47,545	52,359	
	41	28,765	37,031	42,504	44,595	47,887	52,736	2
	42	28,945	37,258	42,784	44,904	48,229	53,113	
	43	29,126	37,484	43,063	45,214	48,571	53,489	2
	44	29,306	37,711	43,343	45,524	48,913	53,866	
	45	29,486	37,937	43,623	45,833	49,255	54,243	2
	46	29,667	38,164	43,902	46,143	49,597	54,619	
	47	29,847	38,390	44,182	46,453	49,939	54,996	2
	48	30,027	38,617	44,462	46,763	50,281	55,373	
	49	30,207	38,843	44,741	47,072	50,623	55,750	2
	50	30,388	39,070	45,021	47,382	50,965	56,126	
FULL PERFORMANCE RANGE	51	30,568	39,296	45,301	47,692	51,307	56,503	2
	52	30,748	39,523	45,580	48,001	51,650	56,880	
	53	30,928	39,749	45,860	48,311	51,992	57,257	2
	54	31,109	39,976	46,140	48,621	52,334	57,633	
	55	31,289	40,202	46,419	48,930	52,676	58,010	1
	56	31,469	40,429	46,699	49,240	53,018	58,387	
	57	31,650	40,655	46,979	49,550	53,360	58,763	1
	58	31,830	40,882	47,258	49,860	53,702	59,140	
	59	32,010	41,108	47,538	50,169	54,044	59,517	1
	60	32,190	41,335	47,818	50,479	54,386	59,894	
	61	32,371	41,561	48,097	50,789	54,728	60,270	

Table 90: HOUSTON-GALVESTON-BRAZORIA, TX CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 20.53% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	22,481	29,174	32,665	33,592	35,676	39,287	Number of Steps for Annual Increase
	02	22,669	29,411	32,957	33,915	36,032	39,680	
	03	22,857	29,647	33,248	34,238	36,389	40,073	
	04	23,045	29,883	33,540	34,561	36,746	40,466	
	05	23,233	30,119	33,832	34,884	37,103	40,858	
	06	23,421	30,355	34,123	35,207	37,460	41,251	
	07	23,609	30,592	34,415	35,530	37,816	41,644	
	08	23,797	30,828	34,707	35,853	38,173	42,037	
	09	23,985	31,064	34,998	36,176	38,530	42,430	
	10	24,173	31,300	35,290	36,499	38,887	42,823	
	11	24,362	31,537	35,582	36,822	39,243	43,216	
	12	24,550	31,773	35,873	37,145	39,600	43,609	
	13	24,738	32,009	36,165	37,468	39,957	44,002	
	14	24,926	32,245	36,457	37,791	40,314	44,395	
	15	25,114	32,482	36,748	38,114	40,670	44,788	
	16	25,302	32,718	37,040	38,437	41,027	45,181	
	17	25,490	32,954	37,332	38,760	41,384	45,574	
	18	25,678	33,190	37,623	39,083	41,741	45,967	
	19	25,866	33,427	37,915	39,406	42,098	46,359	
	20	26,054	33,663	38,207	39,729	42,454	46,752	
FULL PERFORMANCE RANGE	21	26,242	33,899	38,498	40,052	42,811	47,145	4
	22	26,430	34,135	38,790	40,375	43,168	47,538	
	23	26,618	34,372	39,082	40,698	43,525	47,931	
	24	26,806	34,608	39,374	41,021	43,881	48,324	
	25	26,994	34,844	39,665	41,344	44,238	48,717	4
	26	27,182	35,080	39,957	41,667	44,595	49,110	
	27	27,370	35,316	40,249	41,990	44,952	49,503	
	28	27,558	35,553	40,540	42,313	45,308	49,896	
	29	27,746	35,789	40,832	42,636	45,665	50,289	4
	30	27,934	36,025	41,124	42,959	46,022	50,682	
	31	28,122	36,261	41,415	43,282	46,379	51,075	
	32	28,310	36,498	41,707	43,605	46,736	51,468	
	33	28,498	36,734	41,999	43,928	47,092	51,860	4
	34	28,686	36,970	42,290	44,251	47,449	52,253	
	35	28,874	37,206	42,582	44,574	47,806	52,646	
	36	29,062	37,443	42,874	44,897	48,163	53,039	
	37	29,250	37,679	43,165	45,220	48,519	53,432	2
	38	29,438	37,915	43,457	45,543	48,876	53,825	
	39	29,626	38,151	43,749	45,866	49,233	54,218	2
	40	29,814	38,388	44,040	46,190	49,590	54,611	
	41	30,002	38,624	44,332	46,513	49,946	55,004	2
	42	30,190	38,860	44,624	46,836	50,303	55,397	
	43	30,378	39,096	44,916	47,159	50,660	55,790	2
	44	30,566	39,333	45,207	47,482	51,017	56,183	
	45	30,754	39,569	45,499	47,805	51,374	56,576	2
	46	30,942	39,805	45,791	48,128	51,730	56,969	
	47	31,130	40,041	46,082	48,451	52,087	57,361	2
	48	31,319	40,278	46,374	48,774	52,444	57,754	
	49	31,507	40,514	46,666	49,097	52,801	58,147	2
	50	31,695	40,750	46,957	49,420	53,157	58,540	
	51	31,883	40,986	47,249	49,743	53,514	58,933	2
	52	32,071	41,222	47,541	50,066	53,871	59,326	
	53	32,259	41,459	47,832	50,389	54,228	59,719	2
	54	32,447	41,695	48,124	50,712	54,584	60,112	
	55	32,635	41,931	48,416	51,035	54,941	60,505	1
	56	32,823	42,167	48,707	51,358	55,298	60,898	
	57	33,011	42,404	48,999	51,681	55,655	61,291	1
	58	33,199	42,640	49,291	52,004	56,011	61,684	
	59	33,387	42,876	49,582	52,327	56,368	62,077	1
	60	33,575	43,112	49,874	52,650	56,725	62,469	
	61	33,763	43,349	50,166	52,973	57,082	62,862	

Table 91: HUNTSVILLE, AL MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.06% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,528	26,640	29,827	30,674	32,577	35,874	Number of Steps for Annual Increase
	02	20,700	26,856	30,094	30,969	32,902	36,233	
	03	20,872	27,071	30,360	31,264	33,228	36,592	
	04	21,043	27,287	30,626	31,559	33,554	36,950	
	05	21,215	27,503	30,893	31,854	33,880	37,309	
	06	21,387	27,719	31,159	32,149	34,206	37,668	
	07	21,559	27,934	31,425	32,443	34,531	38,027	
	08	21,730	28,150	31,692	32,738	34,857	38,386	
	09	21,902	28,366	31,958	33,033	35,183	38,744	
	10	22,074	28,581	32,224	33,328	35,509	39,103	
	11	22,245	28,797	32,491	33,623	35,834	39,462	
	12	22,417	29,013	32,757	33,918	36,160	39,821	
	13	22,589	29,229	33,024	34,213	36,486	40,180	
	14	22,760	29,444	33,290	34,508	36,812	40,538	
	15	22,932	29,660	33,556	34,803	37,138	40,897	
	16	23,104	29,876	33,823	35,098	37,463	41,256	
	17	23,275	30,092	34,089	35,393	37,789	41,615	
	18	23,447	30,307	34,355	35,688	38,115	41,974	
	19	23,619	30,523	34,622	35,983	38,441	42,332	
	20	23,791	30,739	34,888	36,278	38,766	42,691	
FULL PERFORMANCE RANGE	21	23,962	30,954	35,154	36,573	39,092	43,050	4
	22	24,134	31,170	35,421	36,868	9,418	43,409	
	23	24,306	31,386	35,687	37,163	39,744	43,768	
	24	24,477	31,602	35,953	37,458	40,070	44,126	
	25	24,649	31,817	36,220	37,753	40,395	44,485	
	26	24,821	32,033	36,486	38,048	40,721	44,844	
	27	24,992	32,249	36,752	38,343	41,047	45,203	
	28	25,164	32,464	37,019	38,638	41,373	45,562	
	29	25,336	32,680	37,285	38,933	41,698	45,920	4
	30	25,508	32,896	37,551	39,228	42,024	46,279	
	31	25,679	33,112	37,818	39,523	42,350	46,638	
	32	25,851	33,327	38,084	39,818	42,676	46,997	
	33	26,023	33,543	38,350	40,112	43,002	47,356	4
	34	26,194	33,759	38,617	40,407	43,327	47,714	
	35	26,366	33,974	38,883	40,702	43,653	48,073	
	36	26,538	34,190	39,149	40,997	43,979	48,432	
	37	26,709	34,406	39,416	41,292	44,305	48,791	2
	38	26,881	34,622	39,682	41,587	44,630	49,149	
	39	27,053	34,837	39,948	41,882	44,956	49,508	2
	40	27,224	35,053	40,215	42,177	45,282	49,867	
	41	27,396	35,269	40,481	42,472	45,608	50,226	2
	42	27,568	35,484	40,748	42,767	45,934	50,585	
	43	27,740	35,700	41,014	43,062	46,259	50,943	2
	44	27,911	35,916	41,280	43,357	46,585	51,302	
	45	28,083	36,132	41,547	43,652	46,911	51,661	2
	46	28,255	36,347	41,813	43,947	47,237	52,020	
	47	28,426	36,563	42,079	44,242	47,562	52,379	2
	48	28,598	36,779	42,346	44,537	47,888	52,737	
	49	28,770	36,994	42,612	44,832	48,214	53,096	2
	50	28,941	37,210	42,878	45,127	48,540	53,455	
	51	29,113	37,426	43,145	45,422	48,866	53,814	2
	52	29,285	37,642	43,411	45,717	49,191	54,173	
	53	29,456	37,857	43,677	46,012	49,517	54,531	2
	54	29,628	38,073	43,944	46,307	49,843	54,890	
	55	29,800	38,289	44,210	46,602	50,169	55,249	1
	56	29,972	38,504	44,476	46,897	50,494	55,608	1
	57	30,143	38,720	44,743	47,192	50,820	55,967	1
	58	30,315	38,936	45,009	47,486	51,146	56,325	1
	59	30,487	39,152	45,275	47,781	51,472	56,684	1
	60	30,658	39,367	45,542	48,076	51,798	57,043	1
	61	30,830	39,583	45,808	48,371	52,123	57,402	

Table 92: INDIANAPOLIS, IN MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 9.83% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,485	26,584	29,765	30,610	32,509	35,799	Number of Steps for Annual Increase 4
	02	20,657	26,800	30,031	30,904	32,834	36,157	
	03	20,828	27,015	30,297	31,198	33,159	36,515	
	04	20,999	27,230	30,562	31,493	33,484	36,873	
	05	21,171	27,445	30,828	31,787	33,809	37,231	
	06	21,342	27,661	31,094	32,081	34,134	37,589	
	07	21,514	27,876	31,360	32,376	34,459	37,947	
	08	21,685	28,091	31,626	32,670	34,784	38,305	
	09	21,856	28,306	31,891	32,964	35,109	38,663	
	10	22,028	28,522	32,157	33,259	35,434	39,022	
	11	22,199	28,737	32,423	33,553	35,760	39,380	
	12	22,370	28,952	32,689	33,847	36,085	39,738	
	13	22,542	29,168	32,954	34,142	36,410	40,096	
	14	22,713	29,383	33,220	34,436	36,735	40,454	
	15	22,884	29,598	33,486	34,730	37,060	40,812	
	16	23,056	29,813	33,752	35,025	37,385	41,170	
	17	23,227	30,029	34,018	35,319	37,710	41,528	
	18	23,398	30,244	34,283	35,613	38,035	41,886	
	19	23,570	30,459	34,549	35,908	38,360	42,244	
	20	23,741	30,674	34,815	36,202	38,685	42,602	
FULL PERFORMANCE RANGE	21	23,912	30,890	35,081	36,497	39,011	42,960	4
	22	24,084	31,105	35,347	36,791	39,336	43,318	
	23	24,255	31,320	35,612	37,085	39,661	43,676	
	24	24,426	31,535	35,878	37,380	39,986	44,034	
	25	24,598	31,751	36,144	37,674	40,311	44,392	
	26	24,769	31,966	36,410	37,968	40,636	44,750	
	27	24,940	32,181	36,676	38,263	40,961	45,108	
	28	25,112	32,397	36,941	38,557	41,286	45,466	
	29	25,283	32,612	37,207	38,851	41,611	45,824	
	30	25,454	32,827	37,473	39,146	41,936	46,182	
	31	25,626	33,042	37,739	39,440	42,261	46,540	
	32	25,797	33,258	38,004	39,734	42,587	46,899	
	33	25,968	33,473	38,270	40,029	42,912	47,257	
	34	26,140	33,688	38,536	40,323	43,237	47,615	
	35	26,311	33,903	38,802	40,617	43,562	47,973	
	36	26,482	34,119	39,068	40,912	43,887	48,331	
	37	26,654	34,334	39,333	41,206	44,212	48,689	
	38	26,825	34,549	39,599	41,500	44,537	49,047	
	39	26,996	34,764	39,865	41,795	44,862	49,405	
	40	27,168	34,980	40,131	42,089	45,187	49,763	
	41	27,339	35,195	40,397	42,383	45,512	50,121	
	42	27,510	35,410	40,662	42,678	45,838	50,479	
	43	27,682	35,626	40,928	42,972	46,163	50,837	
	44	27,853	35,841	41,194	43,266	46,488	51,195	
	45	28,024	36,056	41,460	43,561	46,813	51,553	
	46	28,196	36,271	41,726	43,855	47,138	51,911	
	47	28,367	36,487	41,991	44,149	47,463	52,269	
	48	28,538	36,702	42,257	44,444	47,788	52,627	
	49	28,710	36,917	42,523	44,738	48,113	52,985	
	50	28,881	37,132	42,789	45,032	48,438	53,343	
	51	29,052	37,348	43,054	45,327	48,763	53,701	
	52	29,224	37,563	43,320	45,621	49,089	54,059	
	53	29,395	37,778	43,586	45,916	49,414	54,417	
	54	29,566	37,993	43,852	46,210	49,739	54,776	
	55	29,738	38,209	44,118	46,504	50,064	55,134	
	56	29,909	38,424	44,383	46,799	50,389	55,492	
	57	30,080	38,639	44,649	47,093	50,714	55,850	
	58	30,252	38,855	44,915	47,387	51,039	56,208	
	59	30,423	39,070	45,181	47,682	51,364	56,566	
	60	30,594	39,285	45,447	47,976	51,689	56,924	
	61	30,766	39,500	45,712	48,270	52,014	57,282	

Table 93: KANSAS CITY, MO-KS MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.26% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,566	26,688	29,882	30,729	32,636	35,939	Number of Steps for Annual Increase
	02	20,738	26,905	30,148	31,025	32,962	36,299	
	03	20,910	27,121	30,415	31,320	33,289	36,658	
	04	21,082	27,337	30,682	31,616	33,615	37,018	
	05	21,254	27,553	30,949	31,911	33,941	37,377	
	06	21,426	27,769	31,216	32,207	34,268	37,736	
	07	21,598	27,985	31,483	32,502	34,594	38,096	
	08	21,770	28,201	31,749	32,798	34,920	38,455	
	09	21,942	28,417	32,016	33,093	35,247	38,815	
	10	22,114	28,633	32,283	33,389	35,573	39,174	
	11	22,286	28,850	32,550	33,684	35,900	39,534	
	12	22,458	29,066	32,817	33,980	36,226	39,893	
	13	22,630	29,282	33,084	34,275	36,552	40,253	
	14	22,802	29,498	33,350	34,571	36,879	40,612	
	15	22,974	29,714	33,617	34,866	37,205	40,972	
	16	23,146	29,930	33,884	35,162	37,531	41,331	
	17	23,318	30,146	34,151	35,457	37,858	41,690	
	18	23,490	30,362	34,418	35,753	38,184	42,050	
	19	23,662	30,578	34,684	36,048	38,511	42,409	
	20	23,834	30,795	34,951	36,344	38,837	42,769	
FULL PERFORMANCE RANGE	21	24,006	31,011	35,218	36,639	39,163	43,128	4
	22	24,178	31,227	35,485	36,935	39,490	43,488	
	23	24,350	31,443	35,752	37,230	39,816	43,847	
	24	24,522	31,659	36,019	37,526	40,142	44,207	
	25	24,694	31,875	36,285	37,821	40,469	44,566	
	26	24,866	32,091	36,552	38,117	40,795	44,925	
	27	25,038	32,307	36,819	38,412	41,121	45,285	
	28	25,210	32,523	37,086	38,708	41,448	45,644	
	29	25,382	32,740	37,353	39,003	41,774	46,004	4
	30	25,554	32,956	37,620	39,299	42,101	46,363	
	31	25,726	33,172	37,886	39,594	42,427	46,723	
	32	25,898	33,388	38,153	39,890	42,753	47,082	
	33	26,070	33,604	38,420	40,185	43,080	47,442	4
	34	26,242	33,820	38,687	40,481	43,406	47,801	
	35	26,414	34,036	38,954	40,776	43,732	48,160	
	36	26,586	34,252	39,221	41,072	44,059	48,520	
	37	26,758	34,468	39,487	41,367	44,385	48,879	2
	38	26,930	34,684	39,754	41,663	44,712	49,239	
	39	27,102	34,901	40,021	41,958	45,038	49,598	2
	40	27,274	35,117	40,288	42,254	45,364	49,958	
	41	27,446	35,333	40,555	42,549	45,691	50,317	2
	42	27,618	35,549	40,822	42,845	46,017	50,677	
	43	27,790	35,765	41,088	43,140	46,343	51,036	2
	44	27,962	35,981	41,355	43,436	46,670	51,395	
	45	28,134	36,197	41,622	43,731	46,996	51,755	2
	46	28,306	36,413	41,889	44,027	47,322	52,114	
	47	28,478	36,629	42,156	44,322	47,649	52,474	2
	48	28,650	36,846	42,423	44,618	47,975	52,833	
	49	28,822	37,062	42,689	44,913	48,302	53,193	2
	50	28,994	37,278	42,956	45,209	48,628	53,552	
	51	29,166	37,494	43,223	45,504	48,954	53,912	2
	52	29,338	37,710	43,490	45,800	49,281	54,271	
	53	29,510	37,926	43,757	46,095	49,607	54,631	2
	54	29,682	38,142	44,024	46,391	49,933	54,990	
	55	29,854	38,358	44,290	46,686	50,260	55,349	1
	56	30,026	38,574	44,557	46,982	50,586	55,709	
	57	30,198	38,791	44,824	47,277	50,913	56,068	1
	58	30,370	39,007	45,091	47,573	51,239	56,428	
	59	30,542	39,223	45,358	47,868	51,565	56,787	1
	60	30,714	39,439	45,624	48,164	51,892	57,147	
	61	30,886	39,655	45,891	48,459	52,218	57,506	

Table M2: LAW ENFORCEMENT DIFFERENTIAL FOR LOS ANGELES- RIVERSIDE-ORANGE COUNTY, CA CMSA*

2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants
with 17.71% Locality Pay Differential

	TEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	21,955	28,492	31,901	32,806	34,841	38,368	40,445	48,482	57,663	68,136	80,161	94,033	Number of Steps for Annual Increase
	02	22,139	28,722	32,185	33,121	35,189	38,751	40,868	48,989	58,264	68,847	80,996	95,012	
	03	22,323	28,953	32,470	33,437	35,538	39,135	41,290	49,495	58,866	69,558	81,832	95,991	
	04	22,506	29,184	32,755	33,752	35,886	39,519	41,713	50,001	59,467	70,269	82,668	96,971	
	05	22,690	29,415	33,040	34,068	36,235	39,903	42,135	50,507	60,069	70,980	83,503	97,950	
	06	22,873	29,645	33,325	34,383	36,583	40,286	42,558	51,013	60,670	71,691	84,339	98,929	
	07	23,057	29,876	33,610	34,699	36,932	40,670	42,981	51,519	61,272	72,402	85,175	99,909	
	08	23,241	30,107	33,895	35,014	37,280	41,054	43,403	52,025	61,873	73,113	86,011	100,888	
	09	23,424	30,337	34,179	35,329	37,628	41,437	43,826	52,532	62,475	73,824	86,846	101,867	
	10	23,608	30,568	34,464	35,645	37,977	41,821	44,248	53,038	63,076	74,535	87,682	102,847	
	11	23,792	30,799	34,749	35,960	38,325	42,205	44,671	53,544	63,678	75,246	88,518	103,826	
	12	23,975	31,030	35,034	36,276	38,674	42,589	45,094	54,050	64,279	75,957	89,354	104,805	
	13	24,159	31,260	35,319	36,591	39,022	42,972	45,516	54,556	64,881	76,668	90,189	105,785	
	14	24,342	31,491	35,604	36,907	39,370	43,356	45,939	55,062	65,482	77,379	91,025	106,764	
	15	24,526	31,722	35,889	37,222	39,719	43,740	46,361	55,569	66,084	78,090	91,861	107,743	
	16	24,710	31,952	36,173	37,538	40,067	44,124	46,784	56,075	66,685	78,801	92,697	108,723	
	17	24,893	32,183	36,458	37,853	40,416	44,507	47,206	56,581	67,287	79,512	93,532	109,702	
	18	25,077	32,414	36,743	38,169	40,764	44,891	47,629	57,087	67,888	80,223	94,368	110,682	
	19	25,261	32,645	37,028	38,484	41,113	45,275	48,052	57,593	68,490	80,934	95,204	111,661	
	20	25,444	32,875	37,313	38,800	41,461	45,659	48,474	58,099	69,091	81,645	96,040	112,640	
FULL PERFORMANCE RANGE	21	25,628	33,106	37,598	39,115	41,809	46,042	48,897	58,605	69,693	82,356	96,875	113,620	4
	22	25,811	33,337	37,883	39,430	42,158	46,426	49,319	59,112	70,294	83,067	97,711	114,599	
	23	25,995	33,567	38,167	39,746	42,506	46,810	49,742	59,618	70,896	83,778	98,547	115,578	
	24	26,179	33,798	38,452	40,061	42,855	47,193	50,164	60,124	71,497	84,489	99,383	116,558	
	25	26,362	34,029	38,737	40,377	43,203	47,577	50,587	60,630	72,099	85,200	100,218	117,537	
	26	26,546	34,259	39,022	40,692	43,552	47,961	51,010	61,136	72,700	85,911	101,054	118,516	
	27	26,730	34,490	39,307	41,008	43,900	48,345	51,432	61,642	73,302	86,622	101,890	119,496	
	28	26,913	34,721	39,592	41,323	44,248	48,728	51,855	62,149	73,903	87,333	102,726	120,475	
	29	27,097	34,952	39,877	41,639	44,597	49,112	52,277	62,655	74,505	88,044	103,561	121,454	
	30	27,280	35,182	40,161	41,954	44,945	49,496	52,700	63,161	75,106	88,755	104,397	122,434	
	31	27,464	35,413	40,446	42,270	45,294	49,880	53,123	63,667	75,708	89,465	105,233	123,413	
	32	27,648	35,644	40,731	42,585	45,642	50,263	53,545	64,173	76,309	90,176	106,068	124,392	
	33	27,831	35,874	41,016	42,901	45,990	50,647	53,968	64,679	76,911	90,887	106,904	125,372	
	34	28,015	36,105	41,301	43,216	46,339	51,031	54,390	65,185	77,512	91,598	107,740	126,351	
	35	28,199	36,336	41,586	43,532	46,687	51,415	54,813	65,692	78,114	92,309	108,576	127,330	
	36	28,382	36,567	41,871	43,847	47,036	51,798	55,235	66,198	78,715	93,020	109,411	128,310	
	37	28,566	36,797	42,155	44,162	47,384	52,182	55,658	66,704	79,317	93,731	110,247	129,289	
	38	28,749	37,028	42,440	44,478	47,733	52,566	56,081	67,210	79,918	94,442	111,083	130,268	
	39	28,933	37,259	42,725	44,793	48,081	52,949	56,503	67,716	80,520	95,153	111,919	131,248	
	40	29,117	37,489	43,010	45,109	48,429	53,333	56,926	68,222	81,121	95,864	112,754	132,227	
FULL PERFORMANCE RANGE	41	29,300	37,720	43,295	45,424	48,778	53,717	57,348	68,729	81,723	96,575	113,590	133,207	2
	42	29,484	37,951	43,580	45,740	49,126	54,101	57,771	69,235	82,324	97,286	114,426	134,186	
	43	29,668	38,182	43,865	46,055	49,475	54,484	58,193	69,741	82,926	97,997	115,262	135,165	
	44	29,851	38,412	44,149	46,371	49,823	54,868	58,616	70,247	83,527	98,708	116,097	136,145	
	45	30,035	38,643	44,434	46,686	50,172	55,252	59,039	70,753	84,129	99,419	116,933	137,124	
	46	30,219	38,874	44,719	47,002	50,520	55,636	59,461	71,259	84,730	100,130	117,769	138,103	
	47	30,402	39,104	45,004	47,317	50,868	56,019	59,884	71,765	85,332	100,841	118,605	139,083	
	48	30,586	39,335	45,289	47,633	51,217	56,403	60,306	72,272	85,933	101,552	119,440	140,062	
	49	30,769	39,566	45,574	47,948	51,565	56,787	60,729	72,778	86,535	102,263	120,276	141,041	
	50	30,953	39,797	45,859	48,263	51,914	57,171	61,152	73,284	87,136	102,974	121,112	142,021	
	51	31,137	40,027	46,143	48,579	52,262	57,554	61,574	73,790	87,738	103,685	121,948	142,500	
	52	31,320	40,258	46,428	48,894	52,610	57,938	61,997	74,296	88,339	104,396	122,783	142,500	
	53	31,504	40,489	46,713	49,210	52,959	58,322	62,419	74,802	88,940	105,107	123,619	142,500	
	54	31,688	40,719	46,998	49,525	53,307	58,706	62,842	75,309	89,542	105,818	124,455	142,500	
	55	31,871	40,950	47,283	49,841	53,656	59,089	63,264	75,815	90,143	106,529	125,291	142,500	
	56	32,055	41,181	47,568	50,156	54,004	59,473	63,687	76,321	90,745	107,240	126,126	142,500	
	57	32,238	41,412	47,853	50,472	54,353	59,857	64,110	76,827	91,346	107,951	126,962	142,500	
	58	32,422	41,642	48,138	50,787	54,701	60,240	64,532	77,333	91,948	108,662	127,798	142,500	
	59	32,606	41,873	48,422	51,103	55,049	60,624	64,955	77,839	92,549	109,373	128,633	142,500	
	60	32,789	42,104	48,707	51,418	55,398	61,008	65,377	78,345	93,151	110,084	129,469	142,500	
	61	32,973	42,334	48,992	51,734	55,746	61,392	65,800	78,852	93,752	110,795	130,305	142,500	

* This table also applies to Santa Barbara County, CA.

Table B2: MIAMI-FORT LAUDERDALE, FL CMSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 13.81% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,228	27,548	30,844	31,719	33,687	37,096	Number of Steps for Annual Increase
	02	21,405	27,771	31,119	32,024	34,023	37,467	
	03	21,583	27,994	31,394	32,329	34,360	37,838	
	04	21,760	28,217	31,670	32,634	34,697	38,209	
	05	21,938	28,440	31,945	32,939	35,034	38,580	
	06	22,116	28,663	32,221	33,244	35,371	38,951	
	07	22,293	28,886	32,496	33,549	35,708	39,322	
	08	22,471	29,109	32,772	33,854	36,045	39,694	
	09	22,648	29,332	33,047	34,159	36,382	40,065	
	10	22,826	29,555	33,322	34,464	36,719	40,436	
	11	23,003	29,778	33,598	34,769	37,055	40,807	
	12	23,181	30,001	33,873	35,074	37,392	41,178	
	13	23,358	30,225	34,149	35,379	37,729	41,549	
	14	23,536	30,448	34,424	35,684	38,066	41,920	
	15	23,713	30,671	34,700	35,989	38,403	42,291	
	16	23,891	30,894	34,975	36,294	38,740	42,662	
	17	24,069	31,117	35,250	36,599	39,077	43,033	
	18	24,246	31,340	35,526	36,904	39,414	43,404	
	19	24,424	31,563	35,801	37,209	39,750	43,775	
	20	24,601	31,786	36,077	37,514	40,087	44,146	
FULL PERFORMANCE RANGE	21	24,779	32,009	36,352	37,819	40,424	44,517	4
	22	24,956	32,232	36,627	38,124	40,761	44,888	
	23	25,134	32,455	36,903	38,429	41,098	45,259	
	24	25,311	32,678	37,178	38,734	41,435	45,630	
	25	25,489	32,901	37,454	39,039	41,772	46,001	4
	26	25,666	33,124	37,729	39,344	42,109	46,372	
	27	25,844	33,347	38,005	39,649	42,445	46,743	
	28	26,022	33,571	38,280	39,954	42,782	47,114	
	29	26,199	33,794	38,555	40,259	43,119	47,485	4
	30	26,377	34,017	38,831	40,564	43,456	47,856	
	31	26,554	34,240	39,106	40,869	43,793	48,227	
	32	26,732	34,463	39,382	41,174	44,130	48,598	
	33	26,909	34,686	39,657	41,479	44,467	48,969	4
	34	27,087	34,909	39,933	41,784	44,804	49,340	
	35	27,264	35,132	40,208	42,089	45,140	49,711	
	36	27,442	35,355	40,483	42,394	45,477	50,082	
	37	27,619	35,578	40,759	42,699	45,814	50,453	2
	38	27,797	35,801	41,034	43,004	46,151	50,824	
	39	27,974	36,024	41,310	43,309	46,488	51,195	
	40	28,152	36,247	41,585	43,614	46,825	51,566	
	41	28,330	36,470	41,860	43,919	47,162	51,937	2
	42	28,507	36,693	42,136	44,224	47,499	52,308	
	43	28,685	36,917	42,411	44,529	47,835	52,679	
	44	28,862	37,140	42,687	44,834	48,172	53,050	
	45	29,040	37,363	42,962	45,139	48,509	53,421	2
	46	29,217	37,586	43,238	45,444	48,846	53,792	
	47	29,395	37,809	43,513	45,749	49,183	54,163	
	48	29,572	38,032	43,788	46,054	49,520	54,534	
	49	29,750	38,255	44,064	46,359	49,857	54,905	2
	50	29,927	38,478	44,339	46,664	50,194	55,276	
	51	30,105	38,701	44,615	46,969	50,531	55,647	
	52	30,283	38,924	44,890	47,274	50,867	56,018	
	53	30,460	39,147	45,165	47,579	51,204	56,389	2
	54	30,638	39,370	45,441	47,884	51,541	56,760	
	55	30,815	39,593	45,716	48,189	51,878	57,131	
	56	30,993	39,816	45,992	48,494	52,215	57,503	
	57	31,170	40,039	46,267	48,799	52,552	57,874	1
	58	31,348	40,263	46,543	49,104	52,889	58,245	
	59	31,525	40,486	46,818	49,409	53,226	58,616	
	60	31,703	40,709	47,093	49,714	53,562	58,987	
	61	31,880	40,932	47,369	50,019	53,899	59,358	

NOTE: Officers in the Headquarters Office of the Southern District of Florida are paid from Table 25.

Table B6: MILWAUKEE-RACINE, WI CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 11.20% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,741	26,916	30,136	30,991	32,914	36,246	Number of Steps for Annual Increase 4
	02	20,914	27,134	30,405	31,289	33,243	36,608	
	03	21,088	27,352	30,675	31,587	33,572	36,971	
	04	21,261	27,570	30,944	31,885	33,902	37,333	
	05	21,435	27,788	31,213	32,184	34,231	37,696	
	06	21,608	28,006	31,482	32,482	34,560	38,058	
	07	21,782	28,224	31,751	32,780	34,889	38,421	
	08	21,955	28,442	32,020	33,078	35,218	38,783	
	09	22,129	28,660	32,289	33,376	35,547	39,146	
	10	22,302	28,878	32,558	33,674	35,876	39,508	
	11	22,476	29,095	32,827	33,972	36,206	39,871	
	12	22,649	29,313	33,096	34,270	36,535	40,233	
	13	22,823	29,531	33,366	34,568	36,864	40,596	
	14	22,996	29,749	33,635	34,866	37,193	40,958	
	15	23,170	29,967	33,904	35,164	37,522	41,321	
	16	23,343	30,185	34,173	35,462	37,851	41,683	
	17	23,517	30,403	34,442	35,760	38,181	42,046	
	18	23,690	30,621	34,711	36,058	38,510	42,408	
	19	23,864	30,839	34,980	36,356	38,839	42,771	
	20	24,037	31,057	35,249	36,654	39,168	43,133	
FULL PERFORMANCE RANGE	21	24,210	31,275	35,518	36,952	39,497	43,496	4
	22	24,384	31,493	35,787	37,250	39,826	43,858	
	23	24,557	31,711	36,057	37,548	40,155	44,221	
	24	24,731	31,929	36,326	37,846	40,485	44,583	
	25	24,904	32,147	36,595	38,144	40,814	44,946	
	26	25,078	32,365	36,864	38,442	41,143	45,308	
	27	25,251	32,583	37,133	38,740	41,472	45,671	
	28	25,425	32,801	37,402	39,038	41,801	46,033	
	29	25,598	33,019	37,671	39,336	42,130	46,396	
	30	25,772	33,237	37,940	39,634	42,459	46,758	
	31	25,945	33,455	38,209	39,932	42,789	47,121	
	32	26,119	33,672	38,479	40,230	43,118	47,484	
	33	26,292	33,890	38,748	40,528	43,447	47,846	
	34	26,466	34,108	39,017	40,826	43,776	48,209	
	35	26,639	34,326	39,286	41,124	44,105	48,571	
	36	26,813	34,544	39,555	41,422	44,434	48,934	
	37	26,986	34,762	39,824	41,720	44,764	49,296	
	38	27,159	34,980	40,093	42,018	45,093	49,659	
	39	27,333	35,198	40,362	42,316	45,422	50,021	
	40	27,506	35,416	40,631	42,614	45,751	50,384	
	41	27,680	35,634	40,900	42,912	46,080	50,746	
	42	27,853	35,852	41,170	43,210	46,409	51,109	
	43	28,027	36,070	41,439	43,508	46,738	51,471	
	44	28,200	36,288	41,708	43,806	47,068	51,834	
	45	28,374	36,506	41,977	44,104	47,397	52,196	
	46	28,547	36,724	42,246	44,402	47,726	52,559	
	47	28,721	36,942	42,515	44,700	48,055	52,921	
	48	28,894	37,160	42,784	44,998	48,384	53,284	
	49	29,068	37,378	43,053	45,296	48,713	53,646	
	50	29,241	37,596	43,322	45,594	49,043	54,009	
	51	29,415	37,814	43,592	45,892	49,372	54,371	
	52	29,588	38,032	43,861	46,190	49,701	54,734	
	53	29,762	38,249	44,130	46,488	50,030	55,096	
	54	29,935	38,467	44,399	46,786	50,359	55,459	
	55	30,109	38,685	44,668	47,084	50,688	55,821	
	56	30,282	38,903	44,937	47,382	51,017	56,184	
	57	30,455	39,121	45,206	47,680	51,347	56,546	
	58	30,629	39,339	45,475	47,978	51,676	56,909	
	59	30,802	39,557	45,744	48,276	52,005	57,271	
	60	30,976	39,775	46,013	48,574	52,334	57,634	
	61	31,149	39,993	46,283	48,872	52,663	57,996	

Table B7: MINNEAPOLIS-ST. PAUL, MN-WI MSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 12.84% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,047	27,313	30,581	31,449	33,400	36,780	Number of Steps for Annual Increase
	02	21,223	27,534	30,854	31,751	33,734	37,148	
	03	21,399	27,755	31,127	32,053	34,068	37,516	
	04	21,575	27,976	31,400	32,356	34,402	37,884	
	05	21,751	28,198	31,673	32,658	34,736	38,252	
	06	21,927	28,419	31,946	32,961	35,070	38,619	
	07	22,103	28,640	32,219	33,263	35,404	38,987	
	08	22,279	28,861	32,492	33,565	35,738	39,355	
	09	22,455	29,082	32,765	33,868	36,072	39,723	
	10	22,631	29,303	33,038	34,170	36,406	40,091	
	11	22,807	29,525	33,311	34,473	36,740	40,459	
	12	22,983	29,746	33,585	34,775	37,074	40,827	
	13	23,159	29,967	33,858	35,077	37,408	41,194	
	14	23,335	30,188	34,131	35,380	37,742	41,562	
	15	23,511	30,409	34,404	35,682	38,076	41,930	
	16	23,687	30,630	34,677	35,985	38,410	42,298	
	17	23,863	30,852	34,950	36,287	38,744	42,666	
	18	24,039	31,073	35,223	36,589	39,078	43,034	
	19	24,215	31,294	35,496	36,892	39,412	43,402	
	20	24,391	31,515	35,769	37,194	39,746	43,770	
FULL PERFORMANCE RANGE	21	24,568	31,736	36,042	37,497	40,080	44,137	4
	22	24,744	31,957	36,315	37,799	40,414	44,505	
	23	24,920	32,179	36,588	38,102	40,748	44,873	
	24	25,096	32,400	36,861	38,404	41,082	45,241	
	25	25,272	32,621	37,135	38,706	41,416	45,609	4
	26	25,448	32,842	37,408	39,009	41,750	45,977	
	27	25,624	33,063	37,681	39,311	42,084	46,345	
	28	25,800	33,284	37,954	39,614	42,418	46,712	
	29	25,976	33,506	38,227	39,916	42,752	47,080	4
	30	26,152	33,727	38,500	40,218	43,086	47,448	
	31	26,328	33,948	38,773	40,521	43,420	47,816	
	32	26,504	34,169	39,046	40,823	43,754	48,184	
	33	26,680	34,390	39,319	41,126	44,088	48,552	4
	34	26,856	34,611	39,592	41,428	44,422	48,920	
	35	27,032	34,833	39,865	41,730	44,756	49,287	
	36	27,208	35,054	40,138	42,033	45,090	49,655	
	37	27,384	35,275	40,411	42,335	45,424	50,023	2
	38	27,560	35,496	40,684	42,638	45,758	50,391	
	39	27,736	35,717	40,958	42,940	46,092	50,759	2
	40	27,912	35,938	41,231	43,243	46,426	51,127	
	41	28,088	36,160	41,504	43,545	46,760	51,495	2
	42	28,264	36,381	41,777	43,847	47,094	51,862	
	43	28,440	36,602	42,050	44,150	47,428	52,230	2
	44	28,616	36,823	42,323	44,452	47,762	52,598	
	45	28,792	37,044	42,596	44,755	48,096	52,966	2
	46	28,968	37,265	42,869	45,057	48,430	53,334	
	47	29,144	37,487	43,142	45,359	48,764	53,702	2
	48	29,320	37,708	43,415	45,662	49,098	54,070	
	49	29,496	37,929	43,688	45,964	49,432	54,437	2
	50	29,672	38,150	43,961	46,267	49,766	54,805	
	51	29,848	38,371	44,234	46,569	50,100	55,173	2
	52	30,024	38,592	44,507	46,871	50,434	55,541	
	53	30,200	38,814	44,781	47,174	50,768	55,909	2
	54	30,377	39,035	45,054	47,476	51,102	56,277	
	55	30,553	39,256	45,327	47,779	51,436	56,645	1
	56	30,729	39,477	45,600	48,081	51,770	57,012	
	57	30,905	39,698	45,873	48,384	52,104	57,380	1
	58	31,081	39,919	46,146	48,686	52,438	57,748	
	59	31,257	40,141	46,419	48,988	52,772	58,116	1
	60	31,433	40,362	46,692	49,291	53,106	58,484	
	61	31,609	40,583	46,965	49,593	53,440	58,852	

**Table M3: LAW ENFORCEMENT DIFFERENTIAL FOR NEW YORK-
NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA CMSA**
2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants
with 16.83% Locality Pay Differential

	TEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	21,791	28,279	31,662	32,561	34,581	38,081	40,143	48,120	57,232	67,627	79,561	93,330	Number of Steps for Annual Increase
	02	21,973	28,508	31,945	32,874	34,926	38,462	40,562	48,622	57,829	68,333	80,391	94,302	
	03	22,156	28,737	32,228	33,187	35,272	38,842	40,982	49,125	58,426	69,038	81,220	95,274	
	04	22,338	28,966	32,510	33,500	35,618	39,223	41,401	49,627	59,023	69,744	82,050	96,246	
	05	22,520	29,195	32,793	33,813	35,964	39,604	41,820	50,129	59,620	70,450	82,879	97,218	
	06	22,702	29,424	33,076	34,126	36,310	39,985	42,240	50,632	60,217	71,155	83,709	98,190	
	07	22,885	29,653	33,358	34,439	36,655	40,366	42,659	51,134	60,814	71,861	84,538	99,162	
	08	23,067	29,882	33,641	34,752	37,001	40,747	43,079	51,637	61,411	72,567	85,368	100,134	
	09	23,249	30,111	33,924	35,065	37,347	41,128	43,498	52,139	62,008	73,272	86,197	101,106	
	10	23,431	30,340	34,207	35,378	37,693	41,509	43,918	52,641	62,605	73,978	87,027	102,078	
	11	23,614	30,569	34,489	35,692	38,039	41,889	44,337	53,144	63,202	74,684	87,856	103,050	
	12	23,796	30,798	34,772	36,005	38,384	42,270	44,756	53,646	63,799	75,389	88,686	104,022	
	13	23,978	31,027	35,055	36,318	38,730	42,651	45,176	54,148	64,396	76,095	89,515	104,994	
	14	24,160	31,256	35,338	36,631	39,076	43,032	45,595	54,651	64,993	76,801	90,345	105,966	
	15	24,343	31,485	35,620	36,944	39,422	43,413	46,015	55,153	65,590	77,506	91,174	106,938	
	16	24,525	31,714	35,903	37,257	39,768	43,794	46,434	55,655	66,187	78,212	92,004	107,910	
	17	24,707	31,942	36,186	37,570	40,114	44,175	46,854	56,158	66,784	78,917	92,833	108,882	
	18	24,889	32,171	36,468	37,883	40,459	44,555	47,273	56,660	67,381	79,623	93,663	109,854	
	19	25,072	32,400	36,751	38,196	40,805	44,936	47,692	57,163	67,978	80,329	94,492	110,826	
	20	25,254	32,629	37,034	38,510	41,151	45,317	48,112	57,665	68,575	81,034	95,322	111,798	
FULL PERFORMANCE RANGE	21	25,436	32,858	37,317	38,823	41,497	45,698	48,531	58,167	69,172	81,740	96,151	112,770	4
	22	25,618	33,087	37,599	39,136	41,843	46,079	48,951	58,670	69,769	82,446	96,981	113,742	
	23	25,801	33,316	37,882	39,449	42,188	46,460	49,370	59,172	70,366	83,151	97,810	114,714	
	24	25,983	33,545	38,165	39,762	42,534	46,841	49,789	59,674	70,963	83,857	98,640	115,686	
	25	26,165	33,774	38,448	40,075	42,880	47,222	50,209	60,177	71,560	84,563	99,469	116,658	4
	26	26,348	34,003	38,730	40,388	43,226	47,602	50,628	60,679	72,157	85,268	100,299	117,630	
	27	26,530	34,232	39,013	40,701	43,572	47,983	51,048	61,182	72,754	85,974	101,128	118,602	
	28	26,712	34,461	39,296	41,014	43,918	48,364	51,467	61,684	73,351	86,680	101,958	119,574	
	29	26,894	34,690	39,578	41,327	44,263	48,745	51,887	62,186	73,948	87,385	102,787	120,546	4
	30	27,077	34,919	39,861	41,641	44,609	49,126	52,306	62,689	74,545	88,091	103,617	121,518	
	31	27,259	35,148	40,144	41,954	44,955	49,507	52,725	63,191	75,142	88,797	104,446	122,490	
	32	27,441	35,377	40,427	42,267	45,301	49,888	53,145	63,693	75,739	89,502	105,276	123,462	
	33	27,623	35,606	40,709	42,580	45,647	50,268	53,564	64,196	76,336	90,208	106,105	124,434	4
	34	27,806	35,835	40,992	42,893	45,992	50,649	53,984	64,698	76,933	90,914	106,934	125,406	
	35	27,988	36,064	41,275	43,206	46,338	51,030	54,403	65,200	77,530	91,619	107,764	126,379	
	36	28,170	36,293	41,558	43,519	46,684	51,411	54,822	65,703	78,127	92,325	108,593	127,351	
	37	28,352	36,522	41,840	43,832	47,030	51,792	55,242	66,205	78,724	93,031	109,423	128,323	2
	38	28,535	36,751	42,123	44,145	47,376	52,173	55,661	66,708	79,321	93,736	110,252	129,295	
	39	28,717	36,980	42,406	44,458	47,722	52,554	56,081	67,210	79,918	94,442	111,082	130,267	
	40	28,899	37,209	42,689	44,772	48,067	52,935	56,500	67,712	80,515	95,148	111,911	131,239	
	41	29,081	37,438	42,971	45,085	48,413	53,315	56,920	68,215	81,112	95,853	112,741	132,211	2
	42	29,264	37,667	43,254	45,398	48,759	53,696	57,339	68,717	81,709	96,559	113,570	133,183	
	43	29,446	37,896	43,537	45,711	49,105	54,077	57,758	69,219	82,306	97,264	114,400	134,155	
	44	29,628	38,125	43,819	46,024	49,451	54,458	58,178	69,722	82,903	97,970	115,229	135,127	
	45	29,810	38,354	44,102	46,337	49,796	54,839	58,597	70,224	83,500	98,676	116,059	136,099	2
	46	29,993	38,583	44,385	46,650	50,142	55,220	59,017	70,727	84,097	99,381	116,888	137,071	
	47	30,175	38,812	44,668	46,963	50,488	55,601	59,436	71,229	84,694	100,087	117,718	138,043	
	48	30,357	39,041	44,950	47,276	50,834	55,981	59,856	71,731	85,291	100,793	118,547	139,015	
	49	30,539	39,270	45,233	47,590	51,180	56,362	60,275	72,234	85,888	101,498	119,377	139,987	2
	50	30,722	39,499	45,516	47,903	51,526	56,743	60,694	72,736	86,485	102,204	120,206	140,959	
	51	30,904	39,728	45,799	48,216	51,871	57,124	61,114	73,238	87,082	102,910	121,036	141,931	
	52	31,086	39,957	46,081	48,529	52,217	57,505	61,533	73,741	87,679	103,615	121,865	142,500	
	53	31,268	40,186	46,364	48,842	52,563	57,886	61,953	74,243	88,276	104,321	122,695	142,500	2
	54	31,451	40,415	46,647	49,155	52,909	58,267	62,372	74,745	88,873	105,027	123,524	142,500	
	55	31,633	40,644	46,929	49,468	53,255	58,647	62,791	75,248	89,470	105,732	124,354	142,500	
	56	31,815	40,873	47,212	49,781	53,600	59,028	63,211	75,750	90,067	106,438	125,183	142,500	
	57	31,997	41,102	47,495	50,094	53,946	59,409	63,630	76,253	90,664	107,144	126,013	142,500	1
	58	32,180	41,331	47,778	50,407	54,292	59,790	64,050	76,755	91,261	107,849	126,842	142,500	
	59	32,362	41,560	48,060	50,721	54,638	60,171	64,469	77,257	91,858	108,555	127,672	142,500	
	60	32,544	41,789	48,343	51,034	54,984	60,552	64,889	77,760	92,455	109,261	128,501	142,500	
	61	32,726	42,018	48,626	51,347	55,330	60,933	65,308	78,262	93,052	109,966	129,331	142,500	

Table B3: ORLANDO, FL MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 9.65% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,452	26,541	29,716	30,559	32,455	35,740	Number of Steps for Annual Increase
	02	20,623	26,756	29,982	30,853	32,780	36,098	
	03	20,794	26,971	30,247	31,147	33,104	36,455	
	04	20,965	27,186	30,512	31,441	33,429	36,813	
	05	21,136	27,400	30,778	31,735	33,754	37,170	
	06	21,307	27,615	31,043	32,029	34,078	37,528	
	07	21,478	27,830	31,308	32,323	34,403	37,885	
	08	21,649	28,045	31,574	32,616	34,727	38,243	
	09	21,820	28,260	31,839	32,910	35,052	38,600	
	10	21,991	28,475	32,104	33,204	35,376	38,958	
	11	22,162	28,690	32,370	33,498	35,701	39,315	
	12	22,334	28,905	32,635	33,792	36,026	39,672	
	13	22,505	29,120	32,900	34,086	36,350	40,030	
	14	22,676	29,335	33,166	34,380	36,675	40,387	
	15	22,847	29,550	33,431	34,674	36,999	40,745	
	16	23,018	29,764	33,697	34,967	37,324	41,102	
	17	23,189	29,979	33,962	35,261	37,648	41,460	
	18	23,360	30,194	34,227	35,555	37,973	41,817	
	19	23,531	30,409	34,493	35,849	38,297	42,175	
	20	23,702	30,624	34,758	36,143	38,622	42,532	
FULL PERFORMANCE RANGE	21	23,873	30,839	35,023	36,437	38,947	42,890	4
	22	24,044	31,054	35,289	36,731	39,271	43,247	
	23	24,215	31,269	35,554	37,024	39,596	43,605	
	24	24,386	31,484	35,819	37,318	39,920	43,962	
	25	24,557	31,699	36,085	37,612	40,245	44,319	4
	26	24,728	31,914	36,350	37,906	40,569	44,677	
	27	24,899	32,129	36,615	38,200	40,894	45,034	
	28	25,070	32,343	36,881	38,494	41,219	45,392	
	29	25,241	32,558	37,146	38,788	41,543	45,749	4
	30	25,412	32,773	37,411	39,081	41,868	46,107	
	31	25,584	32,988	37,677	39,375	42,192	46,464	
	32	25,755	33,203	37,942	39,669	42,517	46,822	
	33	25,926	33,418	38,208	39,963	42,841	47,179	4
	34	26,097	33,633	38,473	40,257	43,166	47,537	
	35	26,268	33,848	38,738	40,551	43,490	47,894	
	36	26,439	34,063	39,004	40,845	43,815	48,251	
	37	26,610	34,278	39,269	41,138	44,140	48,609	2
	38	26,781	34,493	39,534	41,432	44,464	48,966	
	39	26,952	34,708	39,800	41,726	44,789	49,324	2
	40	27,123	34,922	40,065	42,020	45,113	49,681	
	41	27,294	35,137	40,330	42,314	45,438	50,039	2
	42	27,465	35,352	40,596	42,608	45,762	50,396	
	43	27,636	35,567	40,861	42,902	46,087	50,754	2
	44	27,807	35,782	41,126	43,196	46,412	51,111	
	45	27,978	35,997	41,392	43,489	46,736	51,469	2
	46	28,149	36,212	41,657	43,783	47,061	51,826	
	47	28,320	36,427	41,922	44,077	47,385	52,184	2
	48	28,491	36,642	42,188	44,371	47,710	52,541	
	49	28,663	36,857	42,453	44,665	48,034	52,898	2
	50	28,834	37,072	42,719	44,959	48,359	53,256	
	51	29,005	37,286	42,984	45,253	48,684	53,613	2
	52	29,176	37,501	43,249	45,546	49,008	53,971	
	53	29,347	37,716	43,515	45,840	49,333	54,328	2
	54	29,518	37,931	43,780	46,134	49,657	54,686	
	55	29,689	38,146	44,045	46,428	49,982	55,043	1
	56	29,860	38,361	44,311	46,722	50,306	55,401	
	57	30,031	38,576	44,576	47,016	50,631	55,758	1
	58	30,202	38,791	44,841	47,310	50,955	56,116	
	59	30,373	39,006	45,107	47,603	51,280	56,473	1
	60	30,544	39,221	45,372	47,897	51,605	56,830	
	61	30,715	39,436	45,637	48,191	51,929	57,188	

**Table 99: PHILADELPHIA-WILMINGTON-ATLANTIC CITY,
PA-NJ-DE-MD CMSA**

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 13.43% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,157	27,456	30,741	31,613	33,574	36,973	Number of Steps for Annual Increase
	02	21,334	27,678	31,015	31,917	33,910	37,342	
	03	21,511	27,900	31,290	32,221	34,246	37,712	
	04	21,688	28,123	31,564	32,525	34,581	38,082	
	05	21,865	28,345	31,839	32,829	34,917	38,452	
	06	22,042	28,567	32,113	33,133	35,253	38,821	
	07	22,219	28,790	32,388	33,437	35,589	39,191	
	08	22,396	29,012	32,662	33,741	35,924	39,561	
	09	22,573	29,234	32,937	34,045	36,260	39,931	
	10	22,750	29,457	33,211	34,349	36,596	40,301	
	11	22,926	29,679	33,486	34,653	36,932	40,670	
	12	23,103	29,901	33,760	34,957	37,267	41,040	
	13	23,280	30,124	34,035	35,261	37,603	41,410	
	14	23,457	30,346	34,309	35,565	37,939	41,780	
	15	23,634	30,568	34,584	35,869	38,275	42,149	
	16	23,811	30,791	34,858	36,173	38,610	42,519	
	17	23,988	31,013	35,133	36,477	38,946	42,889	
	18	24,165	31,235	35,407	36,781	39,282	43,259	
	19	24,342	31,458	35,682	37,085	39,618	43,629	
	20	24,519	31,680	35,956	37,389	39,953	43,998	
FULL PERFORMANCE RANGE	21	24,696	31,902	36,231	37,693	40,289	44,368	4
	22	24,873	32,125	36,505	37,997	40,625	44,738	
	23	25,050	32,347	36,780	38,301	40,961	45,108	
	24	25,227	32,569	37,054	38,605	41,296	45,477	
	25	25,404	32,791	37,329	38,909	41,632	45,847	4
	26	25,581	33,014	37,603	39,213	41,968	46,217	
	27	25,758	33,236	37,878	39,517	42,304	46,587	
	28	25,935	33,458	38,152	39,821	42,639	46,957	
	29	26,112	33,681	38,427	40,125	42,975	47,326	4
	30	26,289	33,903	38,701	40,429	43,311	47,696	
	31	26,465	34,125	38,976	40,733	43,647	48,066	
	32	26,642	34,348	39,250	41,037	43,982	48,436	
	33	26,819	34,570	39,525	41,341	44,318	48,806	4
	34	26,996	34,792	39,799	41,645	44,654	49,175	
	35	27,173	35,015	40,074	41,949	44,990	49,545	
	36	27,350	35,237	40,348	42,253	45,325	49,915	
	37	27,527	35,459	40,623	42,557	45,661	50,285	2
	38	27,704	35,682	40,897	42,861	45,997	50,654	
	39	27,881	35,904	41,172	43,165	46,333	51,024	
	40	28,058	36,126	41,446	43,469	46,669	51,394	
	41	28,235	36,349	41,721	43,773	47,004	51,764	2
	42	28,412	36,571	41,995	44,077	47,340	52,134	
	43	28,589	36,793	42,270	44,381	47,676	52,503	
	44	28,766	37,016	42,544	44,685	48,012	52,873	
	45	28,943	37,238	42,819	44,989	48,347	53,243	2
	46	29,120	37,460	43,093	45,293	48,683	53,613	
	47	29,297	37,683	43,368	45,597	49,019	53,982	
	48	29,474	37,905	43,642	45,901	49,355	54,352	
	49	29,651	38,127	43,917	46,205	49,690	54,722	2
	50	29,828	38,350	44,191	46,509	50,026	55,092	
	51	30,005	38,572	44,466	46,813	50,362	55,462	
	52	30,181	38,794	44,740	47,117	50,698	55,831	
	53	30,358	39,017	45,015	47,421	51,033	56,201	2
	54	30,535	39,239	45,289	47,725	51,369	56,571	
	55	30,712	39,461	45,564	48,029	51,705	56,941	
	56	30,889	39,683	45,838	48,333	52,041	57,311	
	57	31,066	39,906	46,113	48,637	52,376	57,680	1
	58	31,243	40,128	46,387	48,941	52,712	58,050	
	59	31,420	40,350	46,662	49,245	53,048	58,420	
	60	31,597	40,573	46,936	49,548	53,384	58,790	
	61	31,774	40,795	47,211	49,852	53,719	59,159	

Table B8: PITTSBURGH, PA MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.52% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,614	26,751	29,952	30,802	32,713	36,024	Number of Steps for Annual Increase 4
	02	20,787	26,968	30,219	31,098	33,040	36,384	
	03	20,959	27,185	30,487	31,394	33,367	36,745	
	04	21,131	27,401	30,754	31,691	33,694	37,105	
	05	21,304	27,618	31,022	31,987	34,021	37,465	
	06	21,476	27,834	31,289	32,283	34,349	37,825	
	07	21,649	28,051	31,557	32,579	34,676	38,186	
	08	21,821	28,268	31,824	32,875	35,003	38,546	
	09	21,993	28,484	32,092	33,171	35,330	38,906	
	10	22,166	28,701	32,359	33,468	35,657	39,267	
	11	22,338	28,918	32,627	33,764	35,984	39,627	
	12	22,511	29,134	32,894	34,060	36,311	39,987	
	13	22,683	29,351	33,162	34,356	36,638	40,348	
	14	22,856	29,567	33,429	34,652	36,966	40,708	
	15	23,028	29,784	33,696	34,949	37,293	41,068	
	16	23,200	30,001	33,964	35,245	37,620	41,428	
	17	23,373	30,217	34,231	35,541	37,947	41,789	
	18	23,545	30,434	34,499	35,837	38,274	42,149	
	19	23,718	30,651	34,766	36,133	38,601	42,509	
	20	23,890	30,867	35,034	36,430	38,928	42,870	
FULL PERFORMANCE RANGE	21	24,062	31,084	35,301	36,726	39,256	43,230	4
	22	24,235	31,300	35,569	37,022	39,583	43,590	
	23	24,407	31,517	35,836	37,318	39,910	43,950	
	24	24,580	31,734	36,104	37,614	40,237	44,311	
	25	24,752	31,950	36,371	37,911	40,564	44,671	4
	26	24,924	32,167	36,638	38,207	40,891	45,031	
	27	25,097	32,383	36,906	38,503	41,218	45,392	
	28	25,269	32,600	37,173	38,799	41,546	45,752	
	29	25,442	32,817	37,441	39,095	41,873	46,112	4
	30	25,614	33,033	37,708	39,392	42,200	46,473	
	31	25,787	33,250	37,976	39,688	42,527	46,833	
	32	25,959	33,467	38,243	39,984	42,854	47,193	
	33	26,131	33,683	38,511	40,280	43,181	47,553	4
	34	26,304	33,900	38,778	40,576	43,508	47,914	
	35	26,476	34,116	39,046	40,873	43,836	48,274	
	36	26,649	34,333	39,313	41,169	44,163	48,634	
	37	26,821	34,550	39,581	41,465	44,490	48,995	2
	38	26,993	34,766	39,848	41,761	44,817	49,355	2
	39	27,166	34,983	40,115	42,057	45,144	49,715	
	40	27,338	35,200	40,383	42,353	45,471	50,076	2
	41	27,511	35,416	40,650	42,650	45,798	50,436	
	42	27,683	35,633	40,918	42,946	46,126	50,796	2
	43	27,855	35,849	41,185	43,242	46,453	51,156	
	44	28,028	36,066	41,453	43,538	46,780	51,517	2
	45	28,200	36,283	41,720	43,834	47,107	51,877	
	46	28,373	36,499	41,988	44,131	47,434	52,237	2
	47	28,545	36,716	42,255	44,427	47,761	52,598	
	48	28,718	36,932	42,523	44,723	48,088	52,958	2
	49	28,890	37,149	42,790	45,019	48,415	53,318	
	50	29,062	37,366	43,057	45,315	48,743	53,678	2
	51	29,235	37,582	43,325	45,612	49,070	54,039	
	52	29,407	37,799	43,592	45,908	49,397	54,399	2
	53	29,580	38,016	43,860	46,204	49,724	54,759	
	54	29,752	38,232	44,127	46,500	50,051	55,120	1
	55	29,924	38,449	44,395	46,796	50,378	55,480	
	56	30,097	38,665	44,662	47,093	50,705	55,840	1
	57	30,269	38,882	44,930	47,389	51,033	56,201	1
	58	30,442	39,099	45,197	47,685	51,360	56,561	1
	59	30,614	39,315	45,465	47,981	51,687	56,921	1
	60	30,786	39,532	45,732	48,277	52,014	57,281	1
	61	30,959	39,749	46,000	48,574	52,341	57,642	

Table B4: PORTLAND-SALEM, OR-WA CMSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 12.97% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,071	27,344	30,616	31,485	33,438	36,823	Number of Steps for Annual Increase
	02	21,247	27,566	30,889	31,787	33,772	37,191	
	03	21,424	27,787	31,163	32,090	34,107	37,559	
	04	21,600	28,009	31,436	32,393	34,441	37,927	
	05	21,776	28,230	31,710	32,696	34,776	38,296	
	06	21,952	28,451	31,983	32,999	35,110	38,664	
	07	22,129	28,673	32,256	33,301	35,444	39,032	
	08	22,305	28,894	32,530	33,604	35,779	39,401	
	09	22,481	29,116	32,803	33,907	36,113	39,769	
	10	22,657	29,337	33,076	34,210	36,448	40,137	
	11	22,833	29,559	33,350	34,512	36,782	40,505	
	12	23,010	29,780	33,623	34,815	37,116	40,874	
	13	23,186	30,001	33,897	35,118	37,451	41,242	
	14	23,362	30,223	34,170	35,421	37,785	41,610	
	15	23,538	30,444	34,443	35,723	38,119	41,979	
	16	23,715	30,666	34,717	36,026	38,454	42,347	
	17	23,891	30,887	34,990	36,329	38,788	42,715	
	18	24,067	31,109	35,264	36,632	39,123	43,083	
	19	24,243	31,330	35,537	36,934	39,457	43,452	
	20	24,420	31,551	35,810	37,237	39,791	43,820	
FULL PERFORMANCE RANGE	21	24,596	31,773	36,084	37,540	40,126	44,188	4
	22	24,772	31,994	36,357	37,843	40,460	44,556	
	23	24,948	32,216	36,631	38,145	40,795	44,925	
	24	25,125	32,437	36,904	38,448	41,129	45,293	
	25	25,301	32,658	37,177	38,751	41,463	45,661	4
	26	25,477	32,880	37,451	39,054	41,798	46,030	
	27	25,653	33,101	37,724	39,356	42,132	46,398	
	28	25,829	33,323	37,997	39,659	42,467	46,766	
	29	26,006	33,544	38,271	39,962	42,801	47,134	4
	30	26,182	33,766	38,544	40,265	43,135	47,503	
	31	26,358	33,987	38,818	40,568	43,470	47,871	
	32	26,534	34,208	39,091	40,870	43,804	48,239	
	33	26,711	34,430	39,364	41,173	44,139	48,608	4
	34	26,887	34,651	39,638	41,476	44,473	48,976	
	35	27,063	34,873	39,911	41,779	44,807	49,344	
	36	27,239	35,094	40,185	42,081	45,142	49,712	
	37	27,416	35,316	40,458	42,384	45,476	50,081	2
	38	27,592	35,537	40,731	42,687	45,810	50,449	
	39	27,768	35,758	41,005	42,990	46,145	50,817	
	40	27,944	35,980	41,278	43,292	46,479	51,186	
	41	28,120	36,201	41,551	43,595	46,814	51,554	2
	42	28,297	36,423	41,825	43,898	47,148	51,922	
	43	28,473	36,644	42,098	44,201	47,482	52,290	
	44	28,649	36,866	42,372	44,503	47,817	52,659	
	45	28,825	37,087	42,645	44,806	48,151	53,027	2
	46	29,002	37,308	42,918	45,109	48,486	53,395	
	47	29,178	37,530	43,192	45,412	48,820	53,764	
	48	29,354	37,751	43,465	45,714	49,154	54,132	
	49	29,530	37,973	43,739	46,017	49,489	54,500	2
	50	29,707	38,194	44,012	46,320	49,823	54,868	
	51	29,883	38,415	44,285	46,623	50,158	55,237	
	52	30,059	38,637	44,559	46,925	50,492	55,605	
	53	30,235	38,858	44,832	47,228	50,826	55,973	2
	54	30,412	39,080	45,106	47,531	51,161	56,342	
	55	30,588	39,301	45,379	47,834	51,495	56,710	
	56	30,764	39,523	45,652	48,137	51,830	57,078	
	57	30,940	39,744	45,926	48,439	52,164	57,446	1
	58	31,116	39,965	46,199	48,742	52,498	57,815	
	59	31,293	40,187	46,472	49,045	52,833	58,183	
	60	31,469	40,408	46,746	49,348	53,167	58,551	
	61	31,645	40,630	47,019	49,650	53,501	58,920	

Table B5: RICHMOND-PETERSBURG, VA MSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 10.75% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,657	26,807	30,014	30,866	32,781	36,099	Number of Steps for Annual Increase
	02	20,830	27,024	30,282	31,163	33,109	36,460	
	03	21,003	27,241	30,550	31,460	33,437	36,821	
	04	21,175	27,458	30,818	31,756	33,764	37,182	
	05	21,348	27,675	31,086	32,053	34,092	37,543	
	06	21,521	27,892	31,354	32,350	34,420	37,904	
	07	21,694	28,109	31,622	32,647	34,748	38,265	
	08	21,866	28,327	31,890	32,944	35,076	38,626	
	09	22,039	28,544	32,158	33,241	35,403	38,987	
	10	22,212	28,761	32,426	33,537	35,731	39,348	
	11	22,385	28,978	32,695	33,834	36,059	39,709	
	12	22,558	29,195	32,963	34,131	36,387	40,070	
	13	22,730	29,412	33,231	34,428	36,715	40,432	
	14	22,903	29,629	33,499	34,725	37,043	40,793	
	15	23,076	29,846	33,767	35,021	37,370	41,154	
	16	23,249	30,063	34,035	35,318	37,698	41,515	
	17	23,421	30,280	34,303	35,615	38,026	41,876	
	18	23,594	30,497	34,571	35,912	38,354	42,237	
	19	23,767	30,714	34,839	36,209	38,682	42,598	
	20	23,940	30,931	35,107	36,505	39,009	42,959	
FULL PERFORMANCE RANGE	21	24,112	31,148	35,375	36,802	39,337	43,320	4
	22	24,285	31,366	35,643	37,099	39,665	43,681	
	23	24,458	31,583	35,911	37,396	39,993	44,042	
	24	24,631	31,800	36,179	37,693	40,321	44,403	
	25	24,804	32,017	36,447	37,989	40,649	44,764	4
	26	24,976	32,234	36,715	38,286	40,976	45,125	
	27	25,149	32,451	36,983	38,583	41,304	45,486	
	28	25,322	32,668	37,251	38,880	41,632	45,847	
	29	25,495	32,885	37,519	39,177	41,960	46,208	4
	30	25,667	33,102	37,787	39,474	42,288	46,569	
	31	25,840	33,319	38,055	39,770	42,615	46,930	
	32	26,013	33,536	38,323	40,067	42,943	47,291	
	33	26,186	33,753	38,591	40,364	43,271	47,652	4
	34	26,359	33,970	38,859	40,661	43,599	48,013	
	35	26,531	34,187	39,127	40,958	43,927	48,374	
	36	26,704	34,404	39,395	41,254	44,255	48,736	
	37	26,877	34,622	39,663	41,551	44,582	49,097	2
	38	27,050	34,839	39,931	41,848	44,910	49,458	
	39	27,222	35,056	40,199	42,145	45,238	49,819	2
	40	27,395	35,273	40,467	42,442	45,566	50,180	
	41	27,568	35,490	40,735	42,738	45,894	50,541	2
	42	27,741	35,707	41,003	43,035	46,222	50,902	
	43	27,913	35,924	41,271	43,332	46,549	51,263	2
	44	28,086	36,141	41,539	43,629	46,877	51,624	
	45	28,259	36,358	41,807	43,926	47,205	51,985	2
	46	28,432	36,575	42,075	44,222	47,533	52,346	
	47	28,605	36,792	42,343	44,519	47,861	52,707	2
	48	28,777	37,009	42,611	44,816	48,188	53,068	
	49	28,950	37,226	42,879	45,113	48,516	53,429	2
	50	29,123	37,443	43,147	45,410	48,844	53,790	
	51	29,296	37,661	43,415	45,707	49,172	54,151	2
	52	29,468	37,878	43,683	46,003	49,500	54,512	
	53	29,641	38,095	43,951	46,300	49,828	54,873	2
	54	29,814	38,312	44,219	46,597	50,155	55,234	
	55	29,987	38,529	44,487	46,894	50,483	55,595	1
	56	30,159	38,746	44,755	47,191	50,811	55,956	1
	57	30,332	38,963	45,023	47,487	51,139	56,317	1
	58	30,505	39,180	45,291	47,784	51,467	56,679	1
	59	30,678	39,397	45,559	48,081	51,794	57,040	1
	60	30,851	39,614	45,827	48,378	52,122	57,401	1
	61	31,023	39,831	46,095	48,675	52,450	57,762	

Table A8: SACRAMENTO-YOLO, CA CMSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 13.29% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,131	27,422	30,703	31,574	33,533	36,927	Number of Steps for Annual Increase
	02	21,308	27,644	30,977	31,878	33,868	37,296	
	03	21,484	27,866	31,251	32,181	34,203	37,666	
	04	21,661	28,088	31,525	32,485	34,539	38,035	
	05	21,838	28,310	31,799	32,788	34,874	38,404	
	06	22,015	28,532	32,074	33,092	35,209	38,774	
	07	22,191	28,754	32,348	33,396	35,545	39,143	
	08	22,368	28,976	32,622	33,699	35,880	39,512	
	09	22,545	29,198	32,896	34,003	36,215	39,881	
	10	22,721	29,420	33,170	34,306	36,551	40,251	
	11	22,898	29,642	33,444	34,610	36,886	40,620	
	12	23,075	29,864	33,719	34,914	37,221	40,989	
	13	23,252	30,086	33,993	35,217	37,557	41,359	
	14	23,428	30,308	34,267	35,521	37,892	41,728	
	15	23,605	30,531	34,541	35,825	38,227	42,097	
	16	23,782	30,753	34,815	36,128	38,563	42,467	
	17	23,959	30,975	35,089	36,432	38,898	42,836	
	18	24,135	31,197	35,363	36,735	39,233	43,205	
	19	24,312	31,419	35,638	37,039	39,569	43,575	
	20	24,489	31,641	35,912	37,343	39,904	43,944	
FULL PERFORMANCE RANGE	21	24,665	31,863	36,186	37,646	40,239	44,313	4
	22	24,842	32,085	36,460	37,950	40,575	44,683	
	23	25,019	32,307	36,734	38,254	40,910	45,052	
	24	25,196	32,529	37,008	38,557	41,245	45,421	
	25	25,372	32,751	37,283	38,861	41,581	45,791	4
	26	25,549	32,973	37,557	39,164	41,916	46,160	
	27	25,726	33,195	37,831	39,468	42,252	46,529	
	28	25,903	33,417	38,105	39,772	42,587	46,899	
	29	26,079	33,639	38,379	40,075	42,922	47,268	4
	30	26,256	33,861	38,653	40,379	43,258	47,637	
	31	26,433	34,083	38,928	40,682	43,593	48,007	
	32	26,610	34,305	39,202	40,986	43,928	48,376	
	33	26,786	34,527	39,476	41,290	44,264	48,745	4
	34	26,963	34,749	39,750	41,593	44,599	49,115	
	35	27,140	34,971	40,024	41,897	44,934	49,484	
	36	27,316	35,194	40,298	42,201	45,270	49,853	
	37	27,493	35,416	40,573	42,504	45,605	50,223	2
	38	27,670	35,638	40,847	42,808	45,940	50,592	
	39	27,847	35,860	41,121	43,111	46,276	50,961	2
	40	28,023	36,082	41,395	43,415	46,611	51,331	
	41	28,200	36,304	41,669	43,719	46,946	51,700	2
	42	28,377	36,526	41,943	44,022	47,282	52,069	
	43	28,554	36,748	42,218	44,326	47,617	52,439	2
	44	28,730	36,970	42,492	44,629	47,952	52,808	
	45	28,907	37,192	42,766	44,933	48,288	53,177	2
	46	29,084	37,414	43,040	45,237	48,623	53,547	
	47	29,261	37,636	43,314	45,540	48,958	53,916	2
	48	29,437	37,858	43,588	45,844	49,294	54,285	
	49	29,614	38,080	43,862	46,148	49,629	54,654	2
	50	29,791	38,302	44,137	46,451	49,964	55,024	
	51	29,967	38,524	44,411	46,755	50,300	55,393	2
	52	30,144	38,746	44,685	47,058	50,635	55,762	
	53	30,321	38,968	44,959	47,362	50,970	56,132	2
	54	30,498	39,190	45,233	47,666	51,306	56,501	
	55	30,674	39,412	45,507	47,969	51,641	56,870	1
	56	30,851	39,635	45,782	48,273	51,976	57,240	1
	57	31,028	39,857	46,056	48,576	52,312	57,609	1
	58	31,205	40,079	46,330	48,880	52,647	57,978	1
	59	31,381	40,301	46,604	49,184	52,982	58,348	1
	60	31,558	40,523	46,878	49,487	53,318	58,717	1
	61	31,735	40,745	47,152	49,791	53,653	59,086	

Table A9: ST. LOUIS, MO-IL MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 9.99% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	20,515	26,623	29,808	30,654	32,556	35,851	Number of Steps for Annual Increase
	02	20,687	26,839	30,075	30,949	32,882	36,210	
	03	20,859	27,054	30,341	31,244	33,207	36,568	
	04	21,030	27,270	30,607	31,539	33,533	36,927	
	05	21,202	27,485	30,873	31,833	33,858	37,286	
	06	21,373	27,701	31,139	32,128	34,184	37,644	
	07	21,545	27,917	31,405	32,423	34,509	38,003	
	08	21,716	28,132	31,672	32,718	34,835	38,361	
	09	21,888	28,348	31,938	33,012	35,161	38,720	
	10	22,060	28,563	32,204	33,307	35,486	39,078	
	11	22,231	28,779	32,470	33,602	35,812	39,437	
	12	22,403	28,994	32,736	33,897	36,137	39,795	
	13	22,574	29,210	33,002	34,191	36,463	40,154	
	14	22,746	29,426	33,269	34,486	36,788	40,513	
	15	22,918	29,641	33,535	34,781	37,114	40,871	
	16	23,089	29,857	33,801	35,076	37,439	41,230	
	17	23,261	30,072	34,067	35,371	37,765	41,588	
	18	23,432	30,288	34,333	35,665	38,091	41,947	
	19	23,604	30,504	34,600	35,960	38,416	42,305	
	20	23,775	30,719	34,866	36,255	38,742	42,664	
FULL PERFORMANCE RANGE	21	23,947	30,935	35,132	36,550	39,067	43,023	4
	22	24,119	31,150	35,398	36,844	39,393	43,381	
	23	24,290	31,366	35,664	37,139	39,718	43,740	
	24	24,462	31,581	35,930	37,434	40,044	44,098	
	25	24,633	31,797	36,197	37,729	40,370	44,457	4
	26	24,805	32,013	36,463	38,024	40,695	44,815	
	27	24,977	32,228	36,729	38,318	41,021	45,174	
	28	25,148	32,444	36,995	38,613	41,346	45,533	
	29	25,320	32,659	37,261	38,908	41,672	45,891	4
	30	25,491	32,875	37,527	39,203	41,997	46,250	
	31	25,663	33,090	37,794	39,497	42,323	46,608	
	32	25,834	33,306	38,060	39,792	42,649	46,967	
	33	26,006	33,522	38,326	40,087	42,974	47,325	4
	34	26,178	33,737	38,592	40,382	43,300	47,684	
	35	26,349	33,953	38,858	40,677	43,625	48,043	
	36	26,521	34,168	39,125	40,971	43,951	48,401	
	37	26,692	34,384	39,391	41,266	44,276	48,760	2
	38	26,864	34,600	39,657	41,561	44,602	49,118	
	39	27,036	34,815	39,923	41,856	44,928	49,477	
	40	27,207	35,031	40,189	42,150	45,253	49,835	
	41	27,379	35,246	40,455	42,445	45,579	50,194	2
	42	27,550	35,462	40,722	42,740	45,904	50,553	
	43	27,722	35,677	40,988	43,035	46,230	50,911	
	44	27,893	35,893	41,254	43,329	46,555	51,270	
	45	28,065	36,109	41,520	43,624	46,881	51,628	2
	46	28,237	36,324	41,786	43,919	47,207	51,987	
	47	28,408	36,540	42,052	44,214	47,532	52,345	
	48	28,580	36,755	42,319	44,509	47,858	52,704	
	49	28,751	36,971	42,585	44,803	48,183	53,062	2
	50	28,923	37,187	42,851	45,098	48,509	53,421	
	51	29,095	37,402	43,117	45,393	48,834	53,780	
	52	29,266	37,618	43,383	45,688	49,160	54,138	
	53	29,438	37,833	43,650	45,982	49,486	54,497	2
	54	29,609	38,049	43,916	46,277	49,811	54,855	
	55	29,781	38,264	44,182	46,572	50,137	55,214	
	56	29,952	38,480	44,448	46,867	50,462	55,572	
	57	30,124	38,696	44,714	47,162	50,788	55,931	1
	58	30,296	38,911	44,980	47,456	51,113	56,290	
	59	30,467	39,127	45,247	47,751	51,439	56,648	
	60	30,639	39,342	45,513	48,046	51,765	57,007	
	61	30,810	39,558	45,779	48,341	52,090	57,365	

Table A4: SAN DIEGO, CA MSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 14.07% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,276	27,611	30,914	31,791	33,764	37,181	Number of Steps for Annual Increase
	02	21,454	27,834	31,190	32,097	34,101	37,553	
	03	21,632	28,058	31,466	32,403	34,439	37,925	
	04	21,810	28,281	31,742	32,708	34,777	38,297	
	05	21,988	28,505	32,018	33,014	35,114	38,669	
	06	22,166	28,729	32,294	33,320	35,452	39,040	
	07	22,344	28,952	32,570	33,626	35,789	39,412	
	08	22,522	29,176	32,846	33,931	36,127	39,784	
	09	22,700	29,399	33,123	34,237	36,465	40,156	
	10	22,878	29,623	33,399	34,543	36,802	40,528	
	11	23,056	29,846	33,675	34,848	37,140	40,900	
	12	23,234	30,070	33,951	35,154	37,478	41,272	
	13	23,412	30,294	34,227	35,460	37,815	41,644	
	14	23,590	30,517	34,503	35,766	38,153	42,015	
	15	23,768	30,741	34,779	36,071	38,491	42,387	
	16	23,946	30,964	35,055	36,377	38,828	42,759	
	17	24,124	31,188	35,331	36,683	39,166	43,131	
	18	24,301	31,411	35,607	36,988	39,504	43,503	
	19	24,479	31,635	35,883	37,294	39,841	43,875	
	20	24,657	31,859	36,159	37,600	40,179	44,247	
FULL PERFORMANCE RANGE	21	24,835	32,082	36,435	37,905	40,517	44,618	4
	22	25,013	32,306	36,711	38,211	40,854	44,990	
	23	25,191	32,529	36,987	38,517	41,192	45,362	
	24	25,369	32,753	37,263	38,823	41,529	45,734	
	25	25,547	32,976	37,539	39,128	41,867	46,106	
	26	25,725	33,200	37,815	39,434	42,205	46,478	
	27	25,903	33,424	38,091	39,740	42,542	46,850	
	28	26,081	33,647	38,367	40,045	42,880	47,222	
	29	26,259	33,871	38,643	40,351	43,218	47,593	4
	30	26,437	34,094	38,920	40,657	43,555	47,965	
	31	26,615	34,318	39,196	40,963	43,893	48,337	
	32	26,793	34,542	39,472	41,268	44,231	48,709	
	33	26,971	34,765	39,748	41,574	44,568	49,081	4
	34	27,149	34,989	40,024	41,880	44,906	49,453	
	35	27,327	35,212	40,300	42,185	45,244	49,825	
	36	27,505	35,436	40,576	42,491	45,581	50,197	
	37	27,683	35,659	40,852	42,797	45,919	50,568	2
	38	27,860	35,883	41,128	43,102	46,257	50,940	
	39	28,038	36,107	41,404	43,408	46,594	51,312	2
	40	28,216	36,330	41,680	43,714	46,932	51,684	
	41	28,394	36,554	41,956	44,020	47,269	52,056	2
	42	28,572	36,777	42,232	44,325	47,607	52,428	
	43	28,750	37,001	42,508	44,631	47,945	52,800	2
	44	28,928	37,224	42,784	44,937	48,282	53,171	
	45	29,106	37,448	43,060	45,242	48,620	53,543	2
	46	29,284	37,672	43,336	45,548	48,958	53,915	
	47	29,462	37,895	43,612	45,854	49,295	54,287	2
	48	29,640	38,119	43,888	46,160	49,633	54,659	
	49	29,818	38,342	44,164	46,465	49,971	55,031	2
	50	29,996	38,566	44,441	46,771	50,308	55,403	
	51	30,174	38,790	44,717	47,077	50,646	55,775	2
	52	30,352	39,013	44,993	47,382	50,984	56,146	
	53	30,530	39,237	45,269	47,688	51,321	56,518	2
	54	30,708	39,460	45,545	47,994	51,659	56,890	
	55	30,886	39,684	45,821	48,300	51,997	57,262	1
	56	31,064	39,907	46,097	48,605	52,334	57,634	
	57	31,241	40,131	46,373	48,911	52,672	58,006	1
	58	31,419	40,355	46,649	49,217	53,009	58,378	
	59	31,597	40,578	46,925	49,522	53,347	58,749	1
	60	31,775	40,802	47,201	49,828	53,685	59,121	
	61	31,953	41,025	47,477	50,134	54,022	59,493	

Table M1: LAW ENFORCEMENT DIFFERENTIAL FOR SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA (INCLUDING MONTEREY COUNTY, CA)

2003 Geographic Pay Rates for Probation and Pretrial Services Officers and Assistants
with 21.08% Locality Pay Differential

	TEP	CLASSIFICATION LEVEL												
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
DEVELOPMENTAL RANGE	01	22,584	29,307	32,814	33,745	35,838	39,466	41,603	49,870	59,313	70,087	82,455	96,725	Number of Steps for Annual Increase
	02	22,773	29,545	33,107	34,069	36,197	39,861	42,038	50,391	59,932	70,818	83,315	97,732	
	03	22,962	29,782	33,400	34,394	36,555	40,255	42,472	50,912	60,551	71,550	84,175	98,740	
	04	23,150	30,019	33,693	34,718	36,914	40,650	42,907	51,432	61,170	72,281	85,034	99,747	
	05	23,339	30,257	33,986	35,043	37,272	41,045	43,342	51,953	61,788	73,012	85,894	100,754	
	06	23,528	30,494	34,279	35,367	37,630	41,440	43,776	52,474	62,407	73,744	86,754	101,762	
	07	23,717	30,731	34,572	35,692	37,989	41,834	44,211	52,994	63,026	74,475	87,613	102,769	
	08	23,906	30,969	34,865	36,016	38,347	42,229	44,646	53,515	63,644	75,206	88,473	103,776	
	09	24,095	31,206	35,158	36,341	38,706	42,624	45,081	54,036	64,263	75,938	89,333	104,784	
	10	24,284	31,443	35,451	36,665	39,064	43,019	45,515	54,556	64,882	76,669	90,192	105,791	
	11	24,473	31,681	35,744	36,990	39,422	43,413	45,950	55,077	65,501	77,400	91,052	106,799	
	12	24,662	31,918	36,037	37,314	39,781	43,808	46,385	55,598	66,119	78,132	91,912	107,806	
	13	24,850	32,155	36,330	37,639	40,139	44,203	46,819	56,118	66,738	78,863	92,771	108,813	
	14	25,039	32,393	36,623	37,963	40,498	44,597	47,254	56,639	67,357	79,594	93,631	109,821	
	15	25,228	32,630	36,916	38,288	40,856	44,992	47,689	57,159	67,976	80,326	94,491	110,828	
	16	25,417	32,867	37,209	38,612	41,214	45,387	48,123	57,680	68,594	81,057	95,351	111,836	
	17	25,606	33,104	37,502	38,937	41,573	45,782	48,558	58,201	69,213	81,788	96,210	112,843	
	18	25,795	33,342	37,795	39,261	41,931	46,176	48,993	58,721	69,832	82,520	97,070	113,850	
	19	25,984	33,579	38,088	39,586	42,290	46,571	49,427	59,242	70,450	83,251	97,930	114,858	
	20	26,173	33,816	38,381	39,910	42,648	46,966	49,862	59,763	71,069	83,982	98,789	115,865	
FULL PERFORMANCE RANGE	21	26,362	34,054	38,674	40,235	43,006	47,360	50,297	60,283	71,688	84,714	99,649	116,872	4
	22	26,550	34,291	38,967	40,559	43,365	47,755	50,731	60,804	72,307	85,445	100,509	117,880	
	23	26,739	34,528	39,260	40,884	43,723	48,150	51,166	61,325	72,925	86,176	101,368	118,887	
	24	26,928	34,766	39,553	41,208	44,082	48,545	51,601	61,845	73,544	86,908	102,228	119,895	
	25	27,117	35,003	39,846	41,533	44,440	48,939	52,035	62,366	74,163	87,639	103,088	120,902	
	26	27,306	35,240	40,139	41,857	44,798	49,334	52,470	62,887	74,781	88,370	103,947	121,909	
	27	27,495	35,478	40,432	42,182	45,157	49,729	52,905	63,407	75,400	89,102	104,807	122,917	
	28	27,684	35,715	40,725	42,506	45,515	50,123	53,339	63,928	76,019	89,833	105,667	123,924	
	29	27,873	35,952	41,018	42,831	45,874	50,518	53,774	64,448	76,638	90,564	106,526	124,932	4
	30	28,062	36,190	41,311	43,155	46,232	50,913	54,209	64,969	77,256	91,296	107,386	125,939	
	31	28,250	36,427	41,604	43,480	46,590	51,308	54,643	65,490	77,875	92,027	108,246	126,946	
	32	28,439	36,664	41,897	43,804	46,949	51,702	55,078	66,010	78,494	92,758	109,105	127,954	
	33	28,628	36,902	42,190	44,129	47,307	52,097	55,513	66,531	79,112	93,490	109,965	128,961	
	34	28,817	37,139	42,483	44,453	47,666	52,492	55,947	67,052	79,731	94,221	110,825	129,968	
	35	29,006	37,376	42,776	44,778	48,024	52,887	56,382	67,572	80,350	94,952	111,684	130,976	
	36	29,195	37,614	43,069	45,102	48,382	53,281	56,817	68,093	80,969	95,683	112,544	131,983	
	37	29,384	37,851	43,362	45,427	48,741	53,676	57,251	68,614	81,587	96,415	113,404	132,991	2
	38	29,573	38,088	43,655	45,751	49,099	54,071	57,686	69,134	82,206	97,146	114,263	133,998	
	39	29,761	38,325	43,948	46,076	49,458	54,465	58,121	69,655	82,825	97,877	115,123	135,005	2
	40	29,950	38,563	44,241	46,400	49,816	54,860	58,555	70,176	83,443	98,609	115,983	136,013	
	41	30,139	38,800	44,534	46,725	50,174	55,255	58,990	70,696	84,062	99,340	116,842	137,020	2
	42	30,328	39,037	44,827	47,049	50,533	55,650	59,425	71,217	84,681	100,071	117,702	138,028	
	43	30,517	39,275	45,120	47,374	50,891	56,044	59,860	71,737	85,300	100,803	118,562	139,035	2
	44	30,706	39,512	45,413	47,698	51,250	56,439	60,294	72,258	85,918	101,534	119,421	140,042	
	45	30,895	39,749	45,706	48,023	51,608	56,834	60,729	72,779	86,537	102,265	120,281	141,050	2
	46	31,084	39,987	46,000	48,347	51,966	57,228	61,164	73,299	87,156	102,997	121,141	142,057	
	47	31,273	40,224	46,293	48,672	52,325	57,623	61,598	73,820	87,775	103,728	122,000	142,500	2
	48	31,461	40,461	46,586	48,996	52,683	58,018	62,033	74,341	88,393	104,459	122,860	142,500	
	49	31,650	40,699	46,879	49,321	53,042	58,413	62,468	74,861	89,012	105,191	123,720	142,500	2
	50	31,839	40,936	47,172	49,645	53,400	58,807	62,902	75,382	89,631	105,922	124,579	142,500	
	51	32,028	41,173	47,465	49,970	53,758	59,202	63,337	75,903	90,249	106,653	125,439	142,500	2
	52	32,217	41,411	47,758	50,294	54,117	59,597	63,772	76,423	90,868	107,385	126,299	142,500	
	53	32,406	41,648	48,051	50,619	54,475	59,992	64,206	76,944	91,487	108,116	127,158	142,500	2
	54	32,595	41,885	48,344	50,943	54,833	60,386	64,641	77,465	92,106	108,847	128,018	142,500	
	55	32,784	42,123	48,637	51,268	55,192	60,781	65,076	77,985	92,724	109,579	128,878	142,500	1
	56	32,973	42,360	48,930	51,592	55,550	61,176	65,510	78,506	93,343	110,310	129,737	142,500	
	57	33,161	42,597	49,223	51,917	55,909	61,570	65,945	79,026	93,962	111,041	130,597	142,500	1
	58	33,350	42,834	49,516	52,241	56,267	61,965	66,380	79,547	94,580	111,773	131,457	142,500	
	59	33,539	43,072	49,809	52,566	56,625	62,360	66,814	80,068	95,199	112,504	132,316	142,500	1
	60	33,728	43,309	50,102	52,890	56,984	62,755	67,249	80,588	95,818	113,235	133,176	142,500	
	61	33,917	43,546	50,395	53,215	57,342	63,149	67,684	81,109	96,437	113,967	134,000	142,500	

Table A6: SEATTLE-TACOMA-BREMERTON, WA CMSA

**2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 13.11% Locality Pay Differential**

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,097	27,378	30,654	31,524	33,479	36,868	
	02	21,274	27,600	30,928	31,827	33,814	37,237	
	03	21,450	27,822	31,201	32,130	34,149	37,606	
	04	21,627	28,043	31,475	32,433	34,484	37,974	
	05	21,803	28,265	31,749	32,736	34,819	38,343	
	06	21,980	28,487	32,023	33,039	35,153	38,712	
	07	22,156	28,708	32,296	33,343	35,488	39,081	
	08	22,332	28,930	32,570	33,646	35,823	39,449	
	09	22,509	29,152	32,844	33,949	36,158	39,818	
	10	22,685	29,374	33,117	34,252	36,493	40,187	
	11	22,862	29,595	33,391	34,555	36,827	40,556	
	12	23,038	29,817	33,665	34,858	37,162	40,924	
	13	23,215	30,039	33,939	35,161	37,497	41,293	
	14	23,391	30,260	34,212	35,465	37,832	41,662	
	15	23,568	30,482	34,486	35,768	38,167	42,031	
	16	23,744	30,704	34,760	36,071	38,502	42,399	
	17	23,921	30,925	35,034	36,374	38,836	42,768	
	18	24,097	31,147	35,307	36,677	39,171	43,137	
	19	24,273	31,369	35,581	36,980	39,506	43,505	
	20	24,450	31,590	35,855	37,283	39,841	43,874	
FULL PERFORMANCE RANGE	21	24,626	31,812	36,128	37,586	40,176	44,243	Number of Steps for Annual Increase 4
	22	24,803	32,034	36,402	37,890	40,510	44,612	
	23	24,979	32,256	36,676	38,193	40,845	44,980	
	24	25,156	32,477	36,950	38,496	41,180	45,349	
	25	25,332	32,699	37,223	38,799	41,515	45,718	4
	26	25,509	32,921	37,497	39,102	41,850	46,087	
	27	25,685	33,142	37,771	39,405	42,184	46,455	
	28	25,861	33,364	38,045	39,708	42,519	46,824	
	29	26,038	33,586	38,318	40,012	42,854	47,193	4
	30	26,214	33,807	38,592	40,315	43,189	47,562	
	31	26,391	34,029	38,866	40,618	43,524	47,930	
	32	26,567	34,251	39,139	40,921	43,858	48,299	
	33	26,744	34,473	39,413	41,224	44,193	48,668	4
	34	26,920	34,694	39,687	41,527	44,528	49,037	
	35	27,097	34,916	39,961	41,830	44,863	49,405	
	36	27,273	35,138	40,234	42,133	45,198	49,774	
	37	27,450	35,359	40,508	42,437	45,532	50,143	2
	38	27,626	35,581	40,782	42,740	45,867	50,512	
	39	27,802	35,803	41,056	43,043	46,202	50,880	2
	40	27,979	36,024	41,329	43,346	46,537	51,249	
	41	28,155	36,246	41,603	43,649	46,872	51,618	2
	42	28,332	36,468	41,877	43,952	47,206	51,986	
	43	28,508	36,689	42,150	44,255	47,541	52,355	2
	44	28,685	36,911	42,424	44,559	47,876	52,724	
	45	28,861	37,133	42,698	44,862	48,211	53,093	2
	46	29,038	37,355	42,972	45,165	48,546	53,461	
	47	29,214	37,576	43,245	45,468	48,880	53,830	2
	48	29,391	37,798	43,519	45,771	49,215	54,199	
	49	29,567	38,020	43,793	46,074	49,550	54,568	2
	50	29,743	38,241	44,067	46,377	49,885	54,936	
	51	29,920	38,463	44,340	46,680	50,220	55,305	2
	52	30,096	38,685	44,614	46,984	50,555	55,674	
	53	30,273	38,906	44,888	47,287	50,889	56,043	2
	54	30,449	39,128	45,161	47,590	51,224	56,411	
	55	30,626	39,350	45,435	47,893	51,559	56,780	1
	56	30,802	39,572	45,709	48,196	51,894	57,149	
	57	30,979	39,793	45,983	48,499	52,229	57,518	1
	58	31,155	40,015	46,256	48,802	52,563	57,886	
	59	31,331	40,237	46,530	49,106	52,898	58,255	1
	60	31,508	40,458	46,804	49,409	53,233	58,624	
	61	31,684	40,680	47,078	49,712	53,568	58,993	

Table A7: WASHINGTON-BALTIMORE, DC-MD-VA-WV CMSA

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants
with 12.74% Locality Pay Differential

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	21,028	27,289	30,554	31,421	33,370	36,748	Number of Steps for Annual Increase
	02	21,204	27,510	30,826	31,723	33,704	37,115	
	03	21,380	27,731	31,099	32,025	34,037	37,483	
	04	21,556	27,952	31,372	32,327	34,371	37,850	
	05	21,732	28,173	31,645	32,629	34,705	38,218	
	06	21,908	28,394	31,918	32,931	35,038	38,585	
	07	22,084	28,615	32,191	33,233	35,372	38,953	
	08	22,259	28,836	32,463	33,536	35,706	39,320	
	09	22,435	29,056	32,736	33,838	36,040	39,688	
	10	22,611	29,277	33,009	34,140	36,373	40,055	
	11	22,787	29,498	33,282	34,442	36,707	40,423	
	12	22,963	29,719	33,555	34,744	37,041	40,790	
	13	23,139	29,940	33,828	35,046	37,374	41,158	
	14	23,315	30,161	34,100	35,348	37,708	41,526	
	15	23,491	30,382	34,373	35,651	38,042	41,893	
	16	23,666	30,603	34,646	35,953	38,376	42,261	
	17	23,842	30,824	34,919	36,255	38,709	42,628	
	18	24,018	31,045	35,192	36,557	39,043	42,996	
	19	24,194	31,266	35,465	36,859	39,377	43,363	
	20	24,370	31,487	35,737	37,161	39,710	43,731	
FULL PERFORMANCE RANGE	21	24,546	31,708	36,010	37,464	40,044	44,098	4
	22	24,722	31,929	36,283	37,766	40,378	44,466	
	23	24,898	32,150	36,556	38,068	40,712	44,833	
	24	25,073	32,371	36,829	38,370	41,045	45,201	
	25	25,249	32,592	37,102	38,672	41,379	45,568	4
	26	25,425	32,813	37,374	38,974	41,713	45,936	
	27	25,601	33,034	37,647	39,276	42,046	46,303	
	28	25,777	33,255	37,920	39,579	42,380	46,671	
	29	25,953	33,476	38,193	39,881	42,714	47,039	4
	30	26,129	33,697	38,466	40,183	43,048	47,406	
	31	26,304	33,918	38,739	40,485	43,381	47,774	
	32	26,480	34,139	39,011	40,787	43,715	48,141	
	33	26,656	34,360	39,284	41,089	44,049	48,509	4
	34	26,832	34,581	39,557	41,391	44,382	48,876	
	35	27,008	34,802	39,830	41,694	44,716	49,244	
	36	27,184	35,023	40,103	41,996	45,050	49,611	
	37	27,360	35,244	40,376	42,298	45,383	49,979	2
	38	27,536	35,465	40,648	42,600	45,717	50,346	
	39	27,711	35,686	40,921	42,902	46,051	50,714	2
	40	27,887	35,907	41,194	43,204	46,385	51,081	
	41	28,063	36,128	41,467	43,506	46,718	51,449	2
	42	28,239	36,349	41,740	43,809	47,052	51,816	
	43	28,415	36,569	42,013	44,111	47,386	52,184	2
	44	28,591	36,790	42,285	44,413	47,719	52,551	
	45	28,767	37,011	42,558	44,715	48,053	52,919	2
	46	28,943	37,232	42,831	45,017	48,387	53,287	
	47	29,118	37,453	43,104	45,319	48,721	53,654	2
	48	29,294	37,674	43,377	45,621	49,054	54,022	
	49	29,470	37,895	43,650	45,924	49,388	54,389	2
	50	29,646	38,116	43,922	46,226	49,722	54,757	
	51	29,822	38,337	44,195	46,528	50,055	55,124	2
	52	29,998	38,558	44,468	46,830	50,389	55,492	
	53	30,174	38,779	44,741	47,132	50,723	55,859	2
	54	30,350	39,000	45,014	47,434	51,057	56,227	
	55	30,525	39,221	45,287	47,736	51,390	56,594	1
	56	30,701	39,442	45,559	48,039	51,724	56,962	
	57	30,877	39,663	45,832	48,341	52,058	57,329	1
	58	31,053	39,884	46,105	48,643	52,391	57,697	
	59	31,229	40,105	46,378	48,945	52,725	58,064	1
	60	31,405	40,326	46,651	49,247	53,059	58,432	
	61	31,581	40,547	46,924	49,549	53,393	58,800	

Table A1: BASIC LAW ENFORCEMENT RATES

2003 Pay Rates for Probation and Pretrial Services Officers and Assistants

	STEP	CLASSIFICATION LEVEL						
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	
DEVELOPMENTAL RANGE	01	18,652	24,205	27,101	27,870	29,599	32,595	Number of Steps for Annual Increase
	02	18,808	24,401	27,343	28,138	29,895	32,921	
	03	18,964	24,597	27,585	28,406	30,191	33,247	
	04	19,120	24,793	27,827	28,674	30,487	33,573	
	05	19,276	24,989	28,069	28,942	30,783	33,899	
	06	19,432	25,185	28,311	29,210	31,079	34,225	
	07	19,588	25,381	28,553	29,478	31,375	34,551	
	08	19,744	25,577	28,795	29,746	31,671	34,877	
	09	19,900	25,773	29,037	30,014	31,967	35,203	
	10	20,056	25,969	29,279	30,282	32,263	35,529	
	11	20,212	26,165	29,521	30,550	32,559	35,855	
	12	20,368	26,361	29,763	30,818	32,855	36,181	
	13	20,524	26,557	30,005	31,086	33,151	36,507	
	14	20,680	26,753	30,247	31,354	33,447	36,833	
	15	20,836	26,949	30,489	31,622	33,743	37,159	
	16	20,992	27,145	30,731	31,890	34,039	37,485	
	17	21,148	27,341	30,973	32,158	34,335	37,811	
	18	21,304	27,537	31,215	32,426	34,631	38,137	
	19	21,460	27,733	31,457	32,694	34,927	38,463	
	20	21,616	27,929	31,699	32,962	35,223	38,789	
FULL PERFORMANCE RANGE	21	21,772	28,125	31,941	33,230	35,519	39,115	4
	22	21,928	28,321	32,183	33,498	35,815	39,441	
	23	22,084	28,517	32,425	33,766	36,111	39,767	
	24	22,240	28,713	32,667	34,034	36,407	40,093	
	25	22,396	28,909	32,909	34,302	36,703	40,419	4
	26	22,552	29,105	33,151	34,570	36,999	40,745	
	27	22,708	29,301	33,393	34,838	37,295	41,071	
	28	22,864	29,497	33,635	35,106	37,591	41,397	
	29	23,020	29,693	33,877	35,374	37,887	41,723	4
	30	23,176	29,889	34,119	35,642	38,183	42,049	
	31	23,332	30,085	34,361	35,910	38,479	42,375	
	32	23,488	30,281	34,603	36,178	38,775	42,701	
	33	23,644	30,477	34,845	36,446	39,071	43,027	4
	34	23,800	30,673	35,087	36,714	39,367	43,353	
	35	23,956	30,869	35,329	36,982	39,663	43,679	
	36	24,112	31,065	35,571	37,250	39,959	44,005	
	37	24,268	31,261	35,813	37,518	40,255	44,331	2
	38	24,424	31,457	36,055	37,786	40,551	44,657	
	39	24,580	31,653	36,297	38,054	40,847	44,983	
	40	24,736	31,849	36,539	38,322	41,143	45,309	
	41	24,892	32,045	36,781	38,590	41,439	45,635	2
	42	25,048	32,241	37,023	38,858	41,735	45,961	
	43	25,204	32,437	37,265	39,126	42,031	46,287	
	44	25,360	32,633	37,507	39,394	42,327	46,613	
	45	25,516	32,829	37,749	39,662	42,623	46,939	2
	46	25,672	33,025	37,991	39,930	42,919	47,265	
	47	25,828	33,221	38,233	40,198	43,215	47,591	
	48	25,984	33,417	38,475	40,466	43,511	47,917	
	49	26,140	33,613	38,717	40,734	43,807	48,243	2
	50	26,296	33,809	38,959	41,002	44,103	48,569	
	51	26,452	34,005	39,201	41,270	44,399	48,895	
	52	26,608	34,201	39,443	41,538	44,695	49,221	
	53	26,764	34,397	39,685	41,806	44,991	49,547	2
	54	26,920	34,593	39,927	42,074	45,287	49,873	
	55	27,076	34,789	40,169	42,342	45,583	50,199	
	56	27,232	34,985	40,411	42,610	45,879	50,525	
	57	27,388	35,181	40,653	42,878	46,175	50,851	1
	58	27,544	35,377	40,895	43,146	46,471	51,177	
	59	27,700	35,573	41,137	43,414	46,767	51,503	
	60	27,856	35,769	41,379	43,682	47,063	51,829	
	61	28,012	35,965	41,621	43,950	47,359	52,155	

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**2003 LOCALITY PAY AREAS
AND THE COUNTIES AND CITIES WHERE
COURT UNITS ARE LOCATED WITHIN THE
LOCALITY PAY AREAS**

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2003 LOCALITY PAY AREAS AND THE COUNTIES AND CITIES WHERE COURT UNITS ARE LOCATED WITHIN THE LOCALITY PAY AREAS

- There are 31 discrete pay localities which correspond to the entire Metropolitan Statistical Areas (MSAs) or Consolidated Metropolitan Statistical Areas (CMSAs) surveyed by the Bureau of Labor Statistics in its critical area surveys. The Office of Management and Budget defines MSAs in terms of entire counties--except in the six New England states where they are defined in terms of cities and towns. There is also a 32nd pay area, the RUS (Rest of the United States), that includes all other areas in the 48 states that are not a part of the 31 pay localities.
- The first column lists the counties within the MSA or CMSA where there are court units. The second column lists the city(ies) within the county where the court unit(s) is (are) located.

Atlanta, GA MSA

Fulton County, GA:	Atlanta
DeKalb County, GA:	Tucker
Cobb County, GA:	Marietta
Coweta County, GA:	Newnan
Gwinnett County, GA:	Norcross

Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA

Suffolk County, MA:	Boston city
Plymouth County, MA (part):	Plymouth town
Hillsborough County, NH (part):	Manchester city
Worcester County, MA (part):	Worcester city
Bristol County, MA:	
State of Rhode Island:	

Chicago-Gary-Kenosha, IL-IN-WI CMSA

Cook County, IL:	Chicago
DuPage County, IL:	Lisle
Lake County, IL:	Gurnee
Lake County, IN:	Gary Hammond

Cincinnati-Hamilton, OH-KY-IN CMSA

Hamilton County, OH:	Cincinnati Glendale
Kenton County, KY:	Covington

Cleveland-Akron, OH CMSA

Summit County, OH:	Akron
Cuyahoga County, OH:	Chagrin Falls Cleveland
Cuyahoga/Geauga Counties, OH:	Hunting Valley
Medina County, OH:	Medina

Columbus, OH MSA

Franklin County, OH:	Columbus
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Dallas-Fort Worth, TX CMSA

Tarrant County, TX:	Arlington Fort Worth
Dallas County, TX:	Dallas Garland
Collin County, TX:	Plano

Dayton-Springfield, OH MSA

Montgomery County, OH:	Dayton
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Denver-Boulder-Greeley, CO CMSA

Arapahoe County, CO:	Englewood
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Boulder County, CO:	Boulder
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Denver County, CO:	Denver
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Jefferson County, CO:	Lakewood
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Detroit-Ann Arbor-Flint, MI CMSA

Washtenaw County, MI:	Ann Arbor
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Wayne County, MI:	Detroit
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Oakland County, MI:	Rochester Southfield
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Genesee County, MI:	Flint
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St. Clair County, MI:	Port Huron
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Hartford, CT MSA

Hartford County, CT:	Hartford New Britain
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Houston-Galveston-Brazoria, TX CMSA

Harris County, TX:	Houston
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Montgomery County, TX:	Conroe
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Galveston County, TX:	Galveston
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Huntsville, AL MSA

Madison County, AL:	Huntsville
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Indianapolis, IN MSA

Marion County, IN:	Indianapolis
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Kansas City, MO-KS MSA

Jackson County, MO:	Kansas City
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Wyandotte County, KS:	Kansas City
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Leavenworth County, KS:	Leavenworth
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Johnson County, KS:	Olathe
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Los Angeles-Riverside-Orange County, CA CMSA

San Bernardino County, CA:	San Bernardino
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Los Angeles County, CA:	Granada Hills Inglewood Lancaster Long Beach Los Angeles Pasadena Santa Fe Springs West Covina Woodland Hills
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Orange County, CA:	Laguna Hills Laguna Niguel Newport Beach Santa Ana
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Ventura County, CA:	Oxnard Ventura
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Riverside County, CA:	Rancho Mirage Riverside
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Santa Barbara County, CA:*	Santa Barbara
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* Approved for inclusion in the Los Angeles CMSA for locality pay purposes by the President's Pay Agent.

Miami-Fort Lauderdale, FL CMSA

Broward County, FL:	Fort Lauderdale Hollywood
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Dade County, FL:	Miami
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Milwaukee-Racine, WI CMSA

Milwaukee County, WI:	Milwaukee Whitefish Bay
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Minneapolis-St. Paul, MN-WI MSA

Hennepin County, MN:	Minneapolis
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Ramsey County, MN:	St. Paul
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New York-Northern New Jersey-Long Island, NY-NJ-CT-PA CMSA

Kings County, NY:	Brooklyn
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Suffolk County, NY:	Hauppauge Patchogue
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Orange County, NY:	Middletown Newburgh
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Kings County, NY:	New York
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Dutchess County, NY:	Poughkeepsie
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Nassau County, NY:	Hempstead Uniondale Westbury
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Westchester County, NY:	White Plains
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Essex County, NJ:	Newark
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Passaic County, NJ:	Paterson
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New York-Northern New Jersey-Long Island, NY-NJ-CT-PA CMSA (continued)

Mercer County, NJ:	Trenton
Monmouth County, NJ:	Oakhurst Tinton Falls
Fairfield County, CT (part):	Bridgeport city Shelton city
New Haven County, CT:	Milford city New Haven city Waterbury city

Orlando, FL MSA

Orange County, FL:	Orlando
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Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD CMSA

Philadelphia County, PA	Philadelphia
Atlantic County, NJ:	Atlantic City Northfield
Burlington County, NJ:	Browns Mills
Camden County, NJ:	Camden
New Castle County, DE:	Wilmington

Pittsburgh, PA MSA

Allegheny County, PA:	Pittsburgh
Westmoreland County, PA:	Greensburg

Portland-Salem, OR-WA CMSA

Multnomah County, OR:	Portland
Marion County, OR:	Salem
Clark County, WA:	Vancouver

Richmond-Petersburg, VA MSA

Colonial Heights (independent city), VA
Richmond (independent city), VA

Sacramento-Yolo, CA CMSA

Placer County, CA:	Roseville
Sacramento County, CA:	Sacramento Elk Grove
El Dorado County, CA:	South Lake Tahoe

St. Louis, MO-IL MSA

	St. Louis city, MO
Madison County, IL:	Alton
St. Clair County, IL:	E. St. Louis

San Diego, CA MSA

San Diego County, CA:	San Diego
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San Francisco-Oakland-San Jose, CA CMSA

Alameda County, CA:	Oakland
Marin County, CA:	San Rafael
San Francisco County, CA	San Francisco
Santa Clara County, CA:	San Jose
San Mateo County, CA:	San Mateo
Santa Cruz County, CA:	Santa Cruz
Sonoma County, CA:	Santa Rosa
Monterey County, CA:	

Seattle-Tacoma-Bremerton, WA CMSA

King County, WA:	Bellevue Seattle Tukwila
Snohomish County, WA:	Everett
Pierce County, WA:	Tacoma

Washington-Baltimore, DC-MD-VA-WV CMSA

	Alexandria city, VA
	Manassas city, VA
Fairfax County, VA:	McLean
District of Columbia:	Washington, DC
	Baltimore (independent city), MD
Washington County, MD:	Hagerstown

Washington-Baltimore, DC-MD-VA-WV CMSA (continued)

Prince George's
County, MD:

Hyattsville
Upper Marlboro
Greenbelt

Montgomery County, MD:

Rockville

Berkeley County, WV:

Martinsburg

Rest of the United States (RUS) - those portions of the 48 contiguous States not located within another locality pay area

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COURT OF FEDERAL CLAIMS

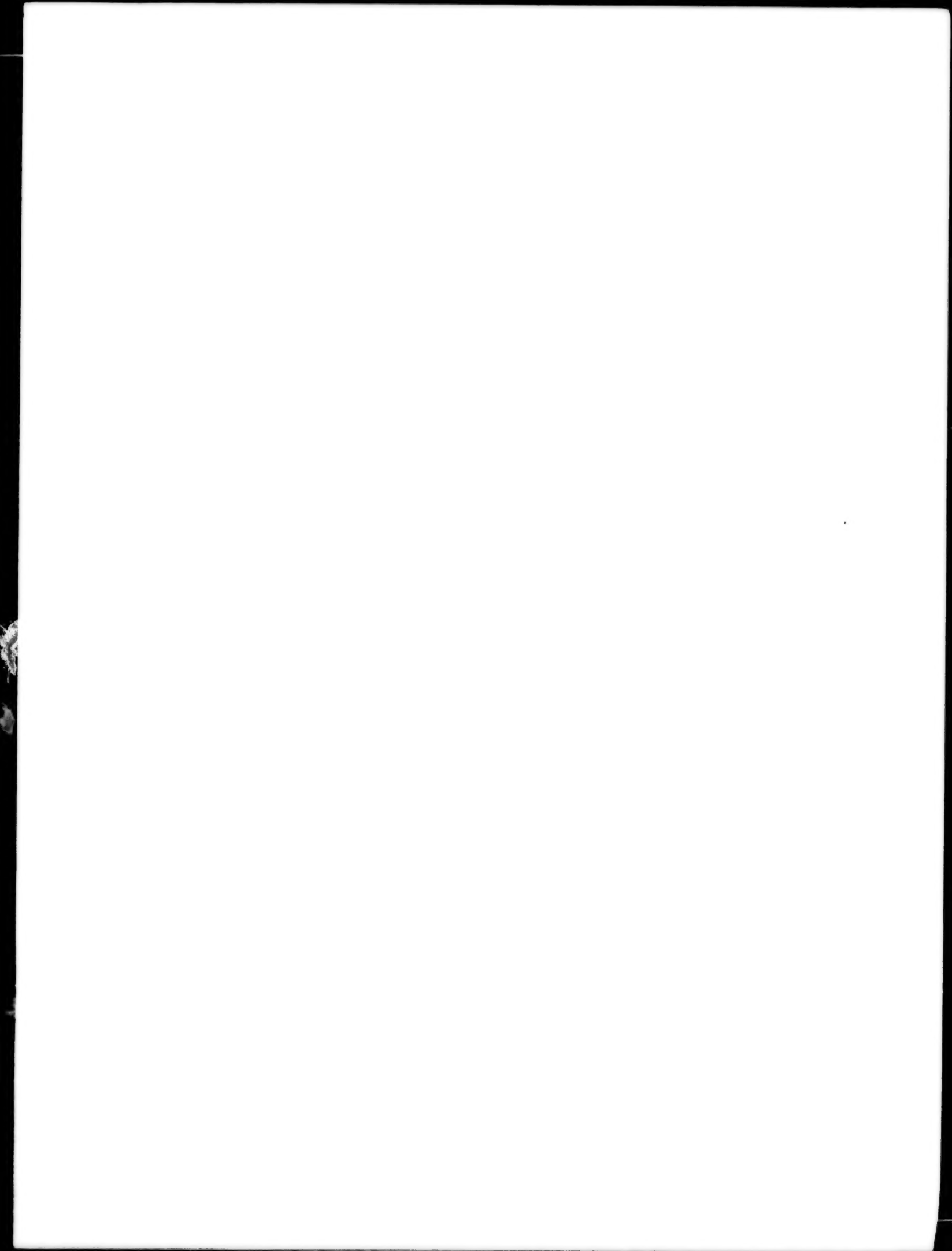
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**RAILROAD REORGANIZATION COURT AND JUDICIAL PANEL
ON MULTIDISTRICT LITIGATION**

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END

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